

ANNUAL WORKFORCE REPORT

Third Quarter

FISCAL YEAR 2020-21

**State of Michigan
Civil Service Commission**



Civil Service Commissioners:

**Janet McClelland, Chair
Jase Bolger
Nick Ciaramitaro
Jeff Steffel**

Janine M. Winters, State Personnel Director

STATISTICAL HIGHLIGHTS

Third Quarter FY 2020-21

PROFILE OF CLASSIFIED EMPLOYEES

Average Age.....	44.7
Average Annual Salary ¹	\$65,542
Average Years of Service.....	11.5

WORK FORCE CHARACTERISTICS

Females	54.2%
Males	45.8%
Eligible for Longevity	62.8%
Less than Six Years of Service	36.4%
Six to Ten Years of Service	19.4%
Over Ten Years of Service	44.2%
Exclusively Represented for Collective Bargaining	69.0%

FEDERALLY DEFINED RACE/ETHNIC GROUP DISTRIBUTION

American Indian or Alaska Native	1.0%
Asian.....	1.7%
Black or African American	17.9%
Hispanic or Latino	2.9%
Native Hawaiian or Other Pacific Islander	0.02%
Two or More Races.....	0.8%
White.....	75.7%

¹ Average annual salary is calculated based on each employee's hourly rate of pay multiplied by 2,088 hours, regardless of their work schedule.

² Throughout this report, aggregate totals of related percentages for some categories may not total 100% due to rounding.

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SECTION ONE

TRENDS IN THE STATE CLASSIFIED WORKFORCE

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS
WITH DEPARTMENT AND PROCESS LEVEL DETAIL

Pay End Date: June 26, 2021

DEPARTMENT / PROCESS LEVEL		FULL-TIME	PART-TIME	PERMANENT-INTERMITTENT	LIMITED-TERM	SEASONAL	NON CAREER	WORKERS' COMPENSATION	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
AGRICULTURE AND RURAL DVLPMNT	7901	450.0	0.0	2.0	5.0	0.0	15.0	0.0	472.0	0.0	472.0
AGRICULTURE AND RURAL DVLPMNT		450.0	0.0	2.0	5.0	0.0	15.0	0.0	472.0	0.0	472.0
ATY GNRL CENTRAL OFFICE	1101	486.0	1.0	0.0	24.0	0.0	0.0	0.0	511.0	0.0	511.0
PACC	1102	11.0	0.0	0.0	1.0	0.0	0.0	0.0	12.0	0.0	12.0
ATTORNEY GENERAL		497.0	1.0	0.0	25.0	0.0	0.0	0.0	523.0	0.0	523.0
LEGISLATIVE AUDITOR GENERAL	0301	132.0	7.0	0.0	15.0	0.0	5.0	0.0	159.0	0.0	159.0
AUDITOR GENERAL		132.0	7.0	0.0	15.0	0.0	5.0	0.0	159.0	0.0	159.0
CIV RGHT CENTRAL OFFICE	1501	82.0	0.0	0.0	2.0	0.0	0.0	0.0	84.0	0.0	84.0
CIVIL RIGHTS		82.0	0.0	0.0	2.0	0.0	0.0	0.0	84.0	0.0	84.0
CIVIL SERVICE COMMISSION	1901	416.0	0.0	2.0	6.0	0.0	9.0	0.0	433.0	0.0	433.0
CIVIL SERVICE COMMISSION		416.0	0.0	2.0	6.0	0.0	9.0	0.0	433.0	0.0	433.0
DETROIT DETENTION CENTER	4754	61.0	0.0	0.0	0.0	0.0	0.0	0.0	61.0	0.0	61.0
DOC-ADRIAN/GUS HARRISON FAC	4729	428.0	0.0	1.0	1.0	0.0	0.0	3.0	433.0	0.0	433.0
DOC-ALGER MAX SECURITY CORRECT	4735	230.0	0.0	0.0	1.0	0.0	0.0	0.0	231.0	0.0	231.0
DOC-BARAGA FACILITY	4740	263.0	0.0	0.0	1.0	0.0	0.0	0.0	264.0	0.0	264.0
DOC-BELLAMY CREEK FACILITY	4748	390.0	0.0	0.0	1.0	0.0	0.0	1.0	392.0	0.0	392.0
DOC-BROOKS FACTY/MUSKEGON TEMP	4730	254.0	0.0	0.0	0.0	0.0	0.0	0.0	254.0	0.0	254.0
DOC-CARSON CITY FAC/CARSON CIT	4731	408.0	0.0	0.0	1.0	0.0	1.0	0.0	410.0	0.0	410.0
DOC-CENTRAL MICHIGAN FACILITY	4744	413.0	0.0	0.0	1.0	0.0	0.0	0.0	414.0	0.0	414.0
DOC-CHIPPEWA FAC/CHIPPEWA TEM	4732	427.0	1.0	0.0	1.0	0.0	1.0	1.0	431.0	0.0	431.0
DOC-COOPER STREET FACILITY	4752	278.0	1.0	0.0	2.0	0.0	0.0	0.0	281.0	0.0	281.0
DOC-CORRECTN CENTRAL OFFICE	4702	538.0	0.0	0.0	24.0	0.0	8.0	0.0	570.0	0.0	570.0
DOC-COTTON FACILITY	4720	347.0	0.0	0.0	1.0	0.0	0.0	1.0	349.0	0.0	349.0
DOC-EGELER FACILITY	4727	488.0	1.0	0.0	1.0	0.0	0.0	1.0	491.0	0.0	491.0
DOC-FIELD OPERATION REGION III	4763	750.0	7.0	0.0	2.0	0.0	0.0	0.0	759.0	0.0	759.0
DOC-FIELD OPERATIONS REGION I	4761	787.0	0.0	0.0	2.0	0.0	0.0	0.0	789.0	0.0	789.0
DOC-HANDLON MI TRAINING UNT	4705	289.0	0.0	0.0	1.0	0.0	0.0	0.0	290.0	0.0	290.0
DOC-HURON VALLEY CORR COMPLEX	4715	514.0	1.0	0.0	1.0	0.0	0.0	1.0	517.0	0.0	517.0
DOC-IONIA MAXIMUM FACILITY	4724	272.0	0.0	0.0	1.0	0.0	0.0	0.0	273.0	0.0	273.0
DOC-JACKSON CENTRAL REGION	4750	65.0	0.0	0.0	0.0	0.0	0.0	0.0	65.0	0.0	65.0
DOC-KINROSS CORRECTIONAL FCLTY	4712	258.0	0.0	0.0	1.0	0.0	2.0	1.0	262.0	0.0	262.0
DOC-LAKELAND MENS FACILITY	4718	278.0	0.0	0.0	1.0	0.0	0.0	0.0	279.0	0.0	279.0

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Job-share positions are those occupied by two or more individuals scheduled to share a job by performing duties that would normally be assigned to one employee. Individuals sharing jobs can be part-time, permanent-intermittent, limited-term, seasonal, or noncareer. For this report, the actual number of employees who job share is halved.

Source: Michigan Civil Service Commission HWF04

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS
WITH DEPARTMENT AND PROCESS LEVEL DETAIL

Pay End Date: June 26, 2021

DEPARTMENT / PROCESS LEVEL		FULL-TIME	PART-TIME	PERMANENT-INTERMITTENT	LIMITED-TERM	SEASONAL	NON CAREER	WORKERS' COMPENSATION	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
DOC-MACOMB FACILITY	4741	341.0	2.0	0.0	1.0	0.0	1.0	1.0	346.0	0.0	346.0
DOC-MARQUETTE BRANCH PRISON	4706	293.0	1.0	0.0	1.0	0.0	0.0	2.0	297.0	0.0	297.0
DOC-MAXEY CORRECTIONAL	4749	313.0	0.0	0.0	1.0	0.0	0.0	1.0	315.0	0.0	315.0
DOC-MICHIGAN REFORMATORY	4707	274.0	0.0	0.0	1.0	0.0	1.0	1.0	277.0	0.0	277.0
DOC-MICHIGAN STATE INDUSTRIES	4709	44.0	0.0	0.0	0.0	0.0	1.0	0.0	45.0	0.0	45.0
DOC-MUSKEGON FACILITY	4704	212.0	0.0	0.0	1.0	0.0	0.0	1.0	214.0	0.0	214.0
DOC-NEWBERRY FACILITY	4743	177.0	0.0	2.0	1.0	0.0	0.0	0.0	180.0	0.0	180.0
DOC-OAKS FACILITY	4739	292.0	1.0	0.0	1.0	0.0	0.0	0.0	294.0	0.0	294.0
DOC-PARNALL FACILITY	4751	275.0	0.0	0.0	1.0	0.0	0.0	0.0	276.0	0.5	275.5
DOC-SAGINAW FACILITY	4742	292.0	0.0	0.0	1.0	0.0	1.0	2.0	296.0	0.0	296.0
DOC-ST. LOUIS FACILITY	4733	323.0	0.0	0.0	0.0	0.0	0.0	4.0	327.0	0.0	327.0
DOC-THUMB FACILITY	4725	294.0	0.0	0.0	1.0	0.0	1.0	1.0	297.0	0.0	297.0
NTHRN REGION ADMIN AND SUPPORT	4714	27.0	0.0	0.0	0.0	0.0	0.0	0.0	27.0	0.0	27.0
SOUTHERN REGION - IONIA	4711	21.0	0.0	0.0	0.0	0.0	0.0	1.0	22.0	0.0	22.0
CORRECTIONS		10,916.0	15.0	3.0	54.0	0.0	17.0	23.0	11,028.0	0.5	11,027.5
EDUCATION	3103	444.0	3.0	4.0	11.0	31.0	11.0	0.0	504.0	0.0	504.0
EDUCATION		444.0	3.0	4.0	11.0	31.0	11.0	0.0	504.0	0.0	504.0
ENVIRON, GREAT LAKES & ENERGY	7601	1,204.0	2.0	13.0	24.0	0.0	21.0	0.0	1,264.0	0.0	1,264.0
ENVIRONMENT, GREAT LAKES & ENERGY		1,204.0	2.0	13.0	24.0	0.0	21.0	0.0	1,264.0	0.0	1,264.0
OFFICE OF THE GOVERNOR	0101	0.0	0.0	0.0	74.0	0.0	2.0	0.0	76.0	0.0	76.0
EXECUTIVE OFFICE		0.0	0.0	0.0	74.0	0.0	2.0	0.0	76.0	0.0	76.0
DEPT OF INS AND FIN SERVICE	6501	309.0	1.0	0.0	20.0	0.0	4.0	0.0	334.0	0.0	334.0
INSURANCE AND FINANCIAL SERV		309.0	1.0	0.0	20.0	0.0	4.0	0.0	334.0	0.0	334.0
LEO - LABOR & ECON OPPORTUNITY	1801	1,694.0	1.0	0.0	588.0	39.0	19.0	0.0	2,341.0	0.0	2,341.0
LEO - LANDBANK AUTHORITY	1802	7.0	0.0	0.0	2.0	0.0	0.0	0.0	9.0	0.0	9.0
LEO - MSF-MEDC	1804	111.0	0.0	0.0	1.0	0.0	1.0	0.0	113.0	0.0	113.0
LEO - MSHDA	1803	233.0	2.0	2.0	6.0	0.0	7.0	0.0	250.0	0.0	250.0
LABOR & ECONOMIC OPPORTUNITY		2,045.0	3.0	2.0	597.0	39.0	27.0	0.0	2,713.0	0.0	2,713.0
LICENSING & REGULATORY AFFAIRS	6401	1,513.0	2.0	12.0	26.0	0.0	23.0	1.0	1,577.0	0.0	1,577.0
LICENSING & REGULATORY AFFAIRS		1,513.0	2.0	12.0	26.0	0.0	23.0	1.0	1,577.0	0.0	1,577.0
MDHHS-CARO CENTER	3902	326.0	0.0	2.0	47.0	0.0	0.0	3.0	378.0	0.0	378.0
MDHHS-COM HEALTH CENTRAL OFF	3901	1,541.0	0.0	3.0	33.0	0.0	1.0	0.0	1,578.0	0.0	1,578.0

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Source: Michigan Civil Service Commission HWF04

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS
WITH DEPARTMENT AND PROCESS LEVEL DETAIL

Pay End Date: June 26, 2021

DEPARTMENT / PROCESS LEVEL		FULL-TIME	PART-TIME	PERMANENT-INTERMITTENT	LIMITED-TERM	SEASONAL	NON CAREER	WORKERS' COMPENSATION	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
MDHHS-CTR FORENSIC PSYCHIATRY	3920	565.0	1.0	0.0	3.0	0.0	4.0	2.0	575.0	0.0	575.0
MDHHS-HAWTHORN CTR NORTHVILLE	3906	224.0	0.0	0.0	6.0	0.0	2.0	7.0	239.0	0.0	239.0
MDHHS-KALAMAZOO PSYCHIATRIC HS	3909	385.0	0.0	0.0	40.0	0.0	0.0	8.0	433.0	0.0	433.0
MDHHS-OFF OF THE INSPECTOR GEN	3947	53.0	0.0	0.0	0.0	0.0	0.0	0.0	53.0	0.0	53.0
MDHHS-WALTER P.REUTHER PSY HS	3945	370.0	1.0	16.0	3.0	0.0	3.0	1.0	394.0	0.0	394.0
MDHHS - COMMUNITY HEALTH		3,464.0	2.0	21.0	132.0	0.0	10.0	21.0	3,650.0	0.0	3,650.0
MDHHS-BERRIEN COUNTY	4322	139.0	0.0	0.0	3.0	0.0	0.0	0.0	142.0	0.0	142.0
MDHHS-CALHOUN COUNTY	4323	153.0	0.0	0.0	3.0	0.0	0.0	0.0	156.0	0.0	156.0
MDHHS-COUNTIES	4308	2,662.0	0.0	0.0	76.0	8.0	0.0	0.0	2,746.0	0.0	2,746.0
MDHHS-DPT OF HUMAN SVC CNTL OF	4301	2,318.0	0.0	4.0	95.0	0.0	4.0	1.0	2,422.0	0.0	2,422.0
MDHHS-GENESEE COUNTY	4302	429.0	0.0	0.0	28.0	0.0	0.0	0.0	457.0	0.0	457.0
MDHHS-INGHAM COUNTY	4312	234.0	0.0	0.0	9.0	0.0	0.0	0.0	243.0	0.0	243.0
MDHHS-INSTITUTIONS	4307	48.0	0.0	22.0	0.0	0.0	0.0	3.0	73.0	0.0	73.0
MDHHS-JACKSON COUNTY	4315	152.0	0.0	0.0	15.0	0.0	0.0	0.0	167.0	0.0	167.0
MDHHS-KALAMAZOO COUNTY	4314	236.0	0.0	0.0	3.0	0.0	0.0	0.0	239.0	0.0	239.0
MDHHS-KENT COUNTY	4303	407.0	0.0	0.0	6.0	5.0	0.0	1.0	419.0	0.0	419.0
MDHHS-MACOMB COUNTY	4304	448.0	0.0	0.0	1.0	0.0	0.0	0.0	449.0	4.5	444.5
MDHHS-MUSKEGON COUNTY	4324	220.0	0.0	0.0	4.0	0.0	0.0	0.0	224.0	0.0	224.0
MDHHS-OAKLAND COUNTY	4305	453.0	0.0	0.0	42.0	0.0	0.0	0.0	495.0	0.0	495.0
MDHHS-SAGINAW COUNTY	4313	163.0	0.0	0.0	2.0	0.0	0.0	0.0	165.0	0.0	165.0
MDHHS-WASHTENAW	4325	142.0	0.0	0.0	4.0	0.0	0.0	0.0	146.0	0.0	146.0
MDHHS-WAYNE COUNTY DSS	4306	83.0	0.0	0.0	8.0	0.0	0.0	0.0	91.0	0.0	91.0
MDHHS-WAYNE COUNTY O.C.Y.S.	4320	597.0	0.0	0.0	0.0	0.0	0.0	0.0	597.0	0.0	597.0
MDHHS-WAYNE COUNTY ZONE 3	4318	464.0	0.0	0.0	5.0	0.0	0.0	0.0	469.0	0.0	469.0
MDHHS-WAYNE COUNTY ZONE 4	4319	389.0	0.0	0.0	4.0	0.0	0.0	0.0	393.0	0.0	393.0
MDHHS-WAYNE COUNTY ZONE L	4316	325.0	0.0	0.0	2.0	0.0	0.0	0.0	327.0	0.0	327.0
MDHHS - HUMAN SERVICES		10,062.0	0.0	26.0	310.0	13.0	4.0	5.0	10,420.0	4.5	10,415.5
MICHIGAN VETERAN HOMES	5105	330.0	12.0	12.0	4.0	1.0	3.0	0.0	362.0	0.5	361.5
MIL AFFR CENTRAL OFFICE	5101	368.0	2.0	4.0	22.0	3.0	15.0	1.0	415.0	0.0	415.0
MILITARY & VETERAN AFFAIRS		698.0	14.0	16.0	26.0	4.0	18.0	1.0	777.0	0.5	776.5
DNR-NATURAL RESOURCES	7501	1,389.0	1.0	51.0	29.0	238.0	1,340.0	0.0	3,048.0	0.0	3,048.0
NATURAL RESOURCES		1,389.0	1.0	51.0	29.0	238.0	1,340.0	0.0	3,048.0	0.0	3,048.0
DEPARTMENT OF STATE	2301	1,221.0	0.0	44.0	34.0	0.0	0.0	1.0	1,300.0	0.0	1,300.0

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STATE		1,221.0	0.0	44.0	34.0	0.0	0.0	1.0	1,300.0	0.0	1,300.0
STATE POLICE	5501	2,875.0	6.0	5.0	58.0	0.0	5.0	8.0	2,957.0	0.0	2,957.0
STATE POLICE		2,875.0	6.0	5.0	58.0	0.0	5.0	8.0	2,957.0	0.0	2,957.0
DTMB-CHIEF COMPLIANCE OFF	0741	0.0	0.0	0.0	1.0	0.0	0.0	0.0	1.0	0.0	1.0
TECH, MGMT AND BUDGET - IT	0801	1,698.0	0.0	0.0	31.0	0.0	22.0	0.0	1,751.0	0.0	1,751.0
TECH, MGMT AND BUDGET - MB	0701	1,018.0	7.0	3.0	36.0	0.0	13.0	0.0	1,077.0	0.0	1,077.0
TECHNOLOGY, MANAGEMENT & BUDGET		2,716.0	7.0	3.0	68.0	0.0	35.0	0.0	2,829.0	0.0	2,829.0
BRIDGE AUTHORITIES-INTERNATION	5903	27.0	0.0	0.0	1.0	0.0	18.0	0.0	46.0	0.0	46.0
BRIDGE AUTHORITIES-MACKINAC	5902	37.0	0.0	26.0	13.0	0.0	6.0	1.0	83.0	0.0	83.0
TRANSPORTATION CENTRAL OFFICE	5901	2,345.0	2.0	12.0	57.0	15.0	246.0	4.0	2,681.0	0.5	2,680.5
TRANSPORTATION		2,409.0	2.0	38.0	71.0	15.0	270.0	5.0	2,810.0	0.5	2,809.5
BUREAU OF STATE LOTTERY	2795	177.0	0.0	0.0	2.0	0.0	13.0	0.0	192.0	0.0	192.0
GAMING CONTROL	2707	126.0	0.0	3.0	4.0	0.0	1.0	0.0	134.0	0.0	134.0
STATE BUILDING AUTHORITY	2704	3.0	0.0	0.0	0.0	0.0	0.0	0.0	3.0	0.0	3.0
TREASURY CENTRAL PAYROLL	2701	1,234.0	0.0	1.0	41.0	0.0	10.0	0.0	1,286.0	0.0	1,286.0
TREASURY		1,540.0	0.0	4.0	47.0	0.0	24.0	0.0	1,615.0	0.0	1,615.0
STATEWIDE TOTAL		44,382.0	66.0	246.0	1,634.0	340.0	1,840.0	65.0	48,573.0	6.0	48,567.0

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Job-share positions are those occupied by two or more individuals scheduled to share a job by performing duties that would normally be assigned to one employee. Individuals sharing jobs can be part-time, permanent-intermittent, limited-term, seasonal, or noncareer. For this report, the actual number of employees who job share is halved.

STATE OF MICHIGAN

Table 1-2

Full-Time Equated Position Report by Department

DEPARTMENT	FTE Positions Fiscal Year 2021 Appropriated (A)	FTE Positions 6/26/2021 (B)	FTE Positions 3/20/2021 (C)	Difference 6/26/2021 and 3/20/2021 (B-C)	Difference 6/26/2021 and Appropriated (B-A)
AGRICULTURE AND RURAL DVLPMNT					
Regular	519.0	462.4	452.3	10.1	-56.6
Overtime	0.0	0.1	0.6	-0.5	0.1
Total	519.0	462.5	452.9	9.6	-56.5
ATTORNEY GENERAL					
Regular	537.4	527.5	523.4	4.1	-9.9
Overtime	0.0	0.1	0.1	0.0	0.1
Total	537.4	527.6	523.5	4.1	-9.8
AUDITOR GENERAL					
Regular	0.0	157.0	153.7	3.3	157.0
Overtime	0.0	0.0	0.6	-0.6	0.0
Total	0.0	157.0	154.3	2.6	157.0
CIVIL RIGHTS					
Regular	110.0	86.5	75.8	10.7	-23.5
Overtime	0.0	3.6	0.1	3.5	3.6
Total	110.0	90.1	75.9	14.2	-19.9
CIVIL SERVICE COMMISSION					
Regular	459.0	423.1	422.7	0.4	-35.9
Overtime	0.0	1.9	1.8	0.1	1.9
Total	459.0	424.9	424.5	0.5	-34.1
CORRECTIONS					
Regular	13,686.8	10,990.4	11,231.1	-240.7	-2,696.4
Overtime	0.0	1,001.6	794.0	207.6	1,001.6
Total	13,686.8	11,992.0	12,025.1	-33.1	-1,694.8

Comments: Regular FTEs are the number of full-time equated positions based on regular time pay codes (total regular employee hours worked divided by 80). Overtime FTEs are the number of full-time equated positions based on overtime pay codes (total overtime hours worked divided by 80). Overtime FTEs are not appropriated as a separate category. Appropriated Position Figures are provided by DTMB, State Budget Office.

Source: Michigan Civil Service Commission MPR-0159

STATE OF MICHIGAN

Table 1-2

Full-Time Equated Position Report by Department

DEPARTMENT	FTE Positions Fiscal Year 2021 Appropriated (A)	FTE Positions 6/26/2021 (B)	FTE Positions 3/20/2021 (C)	Difference 6/26/2021 and 3/20/2021 (B-C)	Difference 6/26/2021 and Appropriated (B-A)
EDUCATION					
Regular	614.5	466.0	502.8	-36.8	-148.5
Overtime	0.0	0.0	0.0	0.0	0.0
Total	614.5	466.0	502.8	-36.8	-148.5
ENVIRON, GREAT LAKES & ENERGY					
Regular	1,418.0	1,246.3	1,188.0	58.3	-171.7
Overtime	0.0	2.4	2.3	0.1	2.4
Total	1,418.0	1,248.7	1,190.2	58.4	-169.3
EXECUTIVE OFFICE					
Regular	79.2	99.7	94.5	5.3	20.5
Overtime	0.0	0.0	0.0	0.0	0.0
Total	79.2	99.7	94.5	5.3	20.5
INSURANCE AND FINANCIAL SERV					
Regular	372.5	333.4	322.8	10.7	-39.1
Overtime	0.0	0.0	0.3	-0.3	0.0
Total	372.5	333.4	323.0	10.4	-39.1
LABOR & ECONOMIC OPPORTUNITY					
Regular	2,545.4	2,725.0	2,653.0	71.9	179.6
Overtime	0.0	182.2	238.9	-56.7	182.2
Total	2,545.4	2,907.2	2,892.0	15.2	361.8
LICENSING AND REGULATORY AFF					
Regular	1,827.9	1,564.6	1,528.7	35.8	-263.3
Overtime	0.0	7.4	9.8	-2.4	7.4
Total	1,827.9	1,572.0	1,538.5	33.4	-255.9
MDHHS - COMMUNITY HEALTH					
Regular	4,076.2	3,594.1	3,590.7	3.4	-482.1
Overtime	0.0	234.4	201.9	32.5	234.4
Total	4,076.2	3,828.5	3,792.6	35.9	-247.7

Comments: Regular FTEs are the number of full-time equated positions based on regular time pay codes (total regular employee hours worked divided by 80). Overtime FTEs are the number of full-time equated positions based on overtime pay codes (total overtime hours worked divided by 80). Overtime FTEs are not appropriated as a separate category. Appropriated Position Figures are provided by DTMB, State Budget Office.

Source: Michigan Civil Service Commission MPR-0159

STATE OF MICHIGAN

Table 1-2

Full-Time Equated Position Report by Department

DEPARTMENT	FTE Positions Fiscal Year 2021 Appropriated (A)	FTE Positions 6/26/2021 (B)	FTE Positions 3/20/2021 (C)	Difference 6/26/2021 and 3/20/2021 (B-C)	Difference 6/26/2021 and Appropriated (B-A)
MDHHS - HUMAN SERVICES					
Regular	11,404.8	10,307.2	10,309.8	-2.6	-1,097.6
Overtime	0.0	83.9	70.7	13.2	83.9
Total	11,404.8	10,391.2	10,380.5	10.7	-1,013.6
MILITARY & VETERAN AFFAIRS					
Regular	1,052.5	750.9	716.6	34.3	-301.6
Overtime	0.0	13.0	19.8	-6.7	13.0
Total	1,052.5	763.9	736.4	27.5	-288.6
NATURAL RESOURCES					
Regular	2,346.1	2,751.5	1,590.8	1,160.6	405.4
Overtime	0.0	32.6	37.3	-4.8	32.6
Total	2,346.1	2,784.0	1,628.2	1,155.9	437.9
STATE					
Regular	1,586.0	1,286.8	1,309.0	-22.1	-299.2
Overtime	0.0	16.1	6.1	10.0	16.1
Total	1,586.0	1,302.9	1,315.1	-12.2	-283.1
STATE POLICE					
Regular	3,596.0	2,898.5	2,945.3	-46.8	-697.5
Overtime	0.0	242.9	200.3	42.5	242.9
Total	3,596.0	3,141.4	3,145.6	-4.2	-454.6
TECH, MGMT AND BUDGET					
Regular	2,674.0	2,796.4	2,811.6	-15.2	122.4
Overtime	0.0	18.2	26.4	-8.2	18.2
Total	2,674.0	2,814.6	2,838.0	-23.5	140.6
TRANSPORTATION					
Regular	2,818.3	2,747.4	2,631.5	115.9	-70.9
Overtime	0.0	147.8	66.8	81.0	147.8
Total	2,818.3	2,895.2	2,698.3	196.9	76.9

Comments: Regular FTEs are the number of full-time equated positions based on regular time pay codes (total regular employee hours worked divided by 80). Overtime FTEs are the number of full-time equated positions based on overtime pay codes (total overtime hours worked divided by 80). Overtime FTEs are not appropriated as a separate category. Appropriated Position Figures are provided by DTMB, State Budget Office.

Source: Michigan Civil Service Commission MPR-0159

STATE OF MICHIGAN

Table 1-2

Full-Time Equated Position Report by Department

DEPARTMENT	FTE Positions Fiscal Year 2021 Appropriated (A)	FTE Positions 6/26/2021 (B)	FTE Positions 3/20/2021 (C)	Difference 6/26/2021 and 3/20/2021 (B-C)	Difference 6/26/2021 and Appropriated (B-A)
TREASURY					
Regular	1,924.5	1,602.8	1,579.9	23.0	-321.7
Overtime	0.0	13.1	2.8	10.2	13.1
Total	1,924.5	1,615.9	1,582.7	33.2	-308.6
STATEWIDE TOTALS					
Total Regular	53,648.1	47,817.4	46,633.9	1,183.5	-5,830.7
Total Overtime	0.0	2,001.1	1,680.6	320.6	2,001.1
Grand Total	53,648.1	49,818.5	48,314.5	1,504.1	-3,829.6

Comments: Regular FTEs are the number of full-time equated positions based on regular time pay codes (total regular employee hours worked divided by 80). Overtime FTEs are the number of full-time equated positions based on overtime pay codes (total overtime hours worked divided by 80). Overtime FTEs are not appropriated as a separate category. Appropriated Position Figures are provided by DTMB, State Budget Office.

STATE OF MICHIGAN

Table 1-3

NUMBER AND PERCENT OF ACTIVE CLASSIFIED EMPLOYEES BY DEPARTMENT PRIOR AND CURRENT PAY END DATES

	March 20, 2021		June 26, 2021	
Department	Number of Employees	Percent of Total Classified Employees	Number of Employees	Percent of Total Classified Employees
AGRICULTURE AND RURAL DVLPMT	460.0	1.0 %	472.0	1.0 %
ATTORNEY GENERAL	522.0	1.1 %	523.0	1.1 %
AUDITOR GENERAL	153.0	0.3 %	159.0	0.3 %
CIVIL RIGHTS	71.0	0.2 %	84.0	0.2 %
CIVIL SERVICE COMMISSION	437.0	0.9 %	433.0	0.9 %
CORRECTIONS	11,265.0	23.9 %	11,027.5	22.7 %
EDUCATION	512.0	1.1 %	504.0	1.0 %
ENVIRONMENT, GREAT LAKES & ENERGY	1,214.0	2.6 %	1,264.0	2.6 %
EXECUTIVE OFFICE	73.0	0.2 %	76.0	0.2 %
INSURANCE AND FINANCIAL SERV	325.0	0.7 %	334.0	0.7 %
LABOR & ECONOMIC OPPORTUNITY	2,619.0	5.5 %	2,713.0	5.6 %
LICENSING & REGULATORY AFFAIRS	1,544.0	3.3 %	1,577.0	3.2 %
MDHHS-COMMUNITY HEALTH	3,646.0	7.7 %	3,650.0	7.5 %
MDHHS-HUMAN SERVICES	10,424.5	22.1 %	10,415.5	21.4 %
MILITARY & VETERAN AFFAIRS	735.5	1.5 %	776.5	1.6 %
NATURAL RESOURCES	1,687.0	3.6 %	3,048.0	6.3 %
STATE	1,322.0	2.8 %	1,300.0	2.7 %
STATE POLICE	2,994.0	6.3 %	2,957.0	6.1 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,859.0	6.0 %	2,829.0	5.8 %
TRANSPORTATION	2,731.5	5.8 %	2,809.5	5.8 %
TREASURY	1,604.0	3.4 %	1,615.0	3.3 %
TOTAL:	47,198.5	100.0 %	48,567.0	100.0 %

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Job-share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to one employee. Individuals sharing jobs can be part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation. For this report, the actual number of employees who job share is halved.

Statewide, the number of classified employees increased by 1369 from March 20, 2021 to June 26, 2021.

STATE OF MICHIGAN
FISCAL YEAR TO DATE AVERAGE NUMBER OF ACTIVE CLASSIFIED EMPLOYEES
BY DEPARTMENT

Pay End Date: June 26, 2021

Department	Number of Pay Periods	FYTD Average Number of Employees
AGRICULTURE AND RURAL DVLPMNT	20	454.5
ATTORNEY GENERAL	20	519.7
AUDITOR GENERAL	20	151.4
CIVIL RIGHTS	20	74.0
CIVIL SERVICE COMMISSION	20	431.4
CORRECTIONS	20	11,284.8
EDUCATION	20	493.9
ENVIRON GREAT LAKES AND ENERGY	20	1,204.8
EXECUTIVE OFFICE	20	70.0
INSURANCE AND FINANCIAL SERV	20	318.0
LABOR & ECONOMIC OPPORTUNITY	20	2,587.6
LICENSING & REGULATORY AFFAIRS	20	1,530.0
MDHHS-COMMUNITY HEALTH	20	3,635.6
MDHHS-HUMAN SERVICES	20	10,441.7
MILITARY & VETERANS AFFAIRS	20	744.7
NATURAL RESOURCES	20	1,624.0
STATE	20	1,327.6
STATE POLICE	20	2,960.1
TECHNOLOGY, MANAGEMENT & BUDGET	20	2,843.6
TRANSPORTATION	20	2,577.4
TREASURY	20	1,585.8
Sum:		46,859.9

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only, except for the following noncareer appointments: STUDENT ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER. Currently, these positions represent 94.0 percent of all noncareer appointments. For this report, the number of employees who Job Share are halved. Job Share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to one employee.

SECTION TWO

CHARACTERISTICS OF CLASSIFIED EMPLOYEES

STATE OF MICHIGAN

Table 2-1

AVERAGE AGE, AVERAGE PAY RATE, AND LONGEVITY ANALYSIS BY DEPARTMENT

Pay End Date: June 26, 2021

DEPARTMENT	Number of Employees	Percent of Classified Employees	Average Age	Average Pay Rate	Count of Employees Eligible for Longevity	Percent of Department Eligible for Longevity
AGRICULTURE AND RURAL DVLPMNT	472	1.0 %	45.5	\$34.72	303	64.2 %
ATTORNEY GENERAL	523	1.1 %	47.4	\$45.29	303	57.9 %
AUDITOR GENERAL	159	0.3 %	39.8	\$42.22	93	58.5 %
CIVIL RIGHTS	84	0.2 %	47.1	\$36.03	65	77.4 %
CIVIL SERVICE COMMISSION	433	0.9 %	44.9	\$35.44	301	69.5 %
CORRECTIONS	11,028	22.7 %	44.1	\$29.18	7,419	67.3 %
EDUCATION	504	1.0 %	49.9	\$39.17	335	66.5 %
ENVIRONMENT, GREAT LAKES & ENERGY	1,264	2.6 %	45.6	\$36.07	803	63.5 %
EXECUTIVE OFFICE	76	0.2 %	35.5	\$35.24	6	7.9 %
INSURANCE AND FINANCIAL SERV	334	0.7 %	43.4	\$38.48	219	65.6 %
LABOR & ECONOMIC OPPORTUNITY	2,713	5.6 %	47.6	\$31.85	1,552	57.2 %
LICENSING & REGULATORY AFFAIRS	1,577	3.2 %	46.7	\$36.12	1,020	64.7 %
MDHHS - COMMUNITY HEALTH	3,650	7.5 %	46.2	\$32.82	2,031	55.6 %
MDHHS - HUMAN SERVICES	10,420	21.5 %	44.2	\$29.86	6,892	66.1 %
MILITARY & VETERAN AFFAIRS	777	1.6 %	47.4	\$28.36	421	54.2 %
NATURAL RESOURCES	3,048	6.3 %	40.2	\$22.54	1,183	38.8 %
STATE	1,300	2.7 %	44.7	\$27.65	761	58.5 %
STATE POLICE	2,957	6.1 %	40.2	\$34.28	1,966	66.5 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,829	5.8 %	47.9	\$38.02	1,969	69.6 %
TRANSPORTATION	2,810	5.8 %	45.4	\$32.25	1,786	63.6 %
TREASURY	1,615	3.3 %	46.8	\$34.98	1,077	66.7 %
STATEWIDE TOTALS:	48,573	100.0 %	44.7	\$31.39	30,505	62.8 %

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Noncareer positions are not eligible for longevity and are not included in those counts.

Source: Michigan Civil Service Commission HWF24

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES
ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT

Pay End Date: June 26, 2021

Department	Total Employees Enrolled	Health Insurance								Dental Insurance			
		State Sponsored Health	%	HMO	%	Catastrophic Health	%	COPS Trust	%	State Sponsored Dental	%	Preventive Dental	%
AGRICULTURE & RURAL DEVELOPMENT	457	179	39 %	232	51 %	4	1 %	0	0 %	436	95 %	1	0 %
ATTORNEY GENERAL	523	189	36 %	265	51 %	5	1 %	0	0 %	486	93 %	3	1 %
AUDITOR GENERAL	154	51	33 %	80	52 %	4	3 %	0	0 %	144	94 %	0	0 %
CIVIL RIGHTS	84	29	35 %	48	57 %	2	2 %	0	0 %	81	96 %	0	0 %
CIVIL SERVICE COMMISSION	424	77	18 %	283	67 %	1	0 %	0	0 %	384	91 %	0	0 %
CORRECTIONS	11,011	5,599	51 %	4,406	40 %	34	0 %	0	0 %	10,311	94 %	29	0 %
EDUCATION	493	186	38 %	234	47 %	4	1 %	0	0 %	446	90 %	3	1 %
ENVIRONMENT, GREAT LAKES & ENERGY	1,243	415	33 %	662	53 %	9	1 %	0	0 %	1,132	91 %	8	1 %
EXECUTIVE OFFICE	74	37	50 %	22	30 %	0	0 %	0	0 %	59	80 %	1	1 %
INSURANCE AND FINANCIAL SERV	330	96	29 %	193	58 %	3	1 %	0	0 %	310	94 %	2	1 %
LABOR & ECONOMIC OPPORTUNITY	2,686	1,042	39 %	1,308	49 %	23	1 %	0	0 %	2,480	92 %	13	0 %
LICENSING & REGULATORY AFFAIRS	1,554	555	36 %	823	53 %	2	0 %	0	0 %	1,447	93 %	5	0 %
MDHHS - COMMUNITY HEALTH	3,640	1,463	40 %	1,802	50 %	10	0 %	0	0 %	3,387	93 %	17	0 %
MDHHS - HUMAN SERVICES	10,416	3,884	37 %	5,525	53 %	37	0 %	0	0 %	9,779	94 %	24	0 %
MILITARY & VETERAN AFFAIRS	759	307	40 %	294	39 %	8	1 %	0	0 %	665	88 %	2	0 %
NATURAL RESOURCES	1,708	864	51 %	595	35 %	25	1 %	0	0 %	1,538	90 %	10	1 %
STATE	1,300	517	40 %	639	49 %	11	1 %	0	0 %	1,212	93 %	2	0 %
STATE POLICE	2,952	925	31 %	764	26 %	17	1 %	994	34 %	2,784	94 %	7	0 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,794	848	30 %	1,634	58 %	17	1 %	0	0 %	2,574	92 %	8	0 %
TRANSPORTATION	2,540	1,010	40 %	1,250	49 %	20	1 %	0	0 %	2,367	93 %	8	0 %
TREASURY	1,591	474	30 %	932	59 %	15	1 %	0	0 %	1,482	93 %	6	0 %
STATEWIDE TOTALS:	46,733	18,747	40 %	21,991	47 %	251	1 %	994	2 %	43,504	93 %	149	0 %

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, or on workers' compensation in primary positions only. Total employees enrolled does not reflect employees enrolled as a spouse or dependent on another employee's benefits.

Source: Michigan Civil Service Commission HWF47

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES

Table 2-4

ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT

Pay End Date: June 26, 2021

		Vision Insurance			Disability Insurance			Life Insurance					
	Total Employees Enrolled	State Sponsored Vision						Minnesota Life		Minnesota Life Reduced		Prudential	
Department			%	CMI	%	Reliance	%		%		%		%
AGRICULTURE & RURAL DEVELOPMENT	457	437	96 %	376	82 %	0	0 %	437	96 %	19	4 %	0	0 %
ATTORNEY GENERAL	523	491	94 %	365	70 %	0	0 %	495	95 %	27	5 %	0	0 %
AUDITOR GENERAL	154	146	95 %	124	81 %	0	0 %	131	85 %	22	14 %	0	0 %
CIVIL RIGHTS	84	81	96 %	66	79 %	0	0 %	82	98 %	2	2 %	0	0 %
CIVIL SERVICE COMMISSION	424	390	92 %	393	93 %	0	0 %	412	97 %	12	3 %	0	0 %
CORRECTIONS	11,011	10,366	94 %	9,805	89 %	0	0 %	10,528	96 %	407	4 %	0	0 %
EDUCATION	493	456	92 %	338	69 %	0	0 %	463	94 %	29	6 %	0	0 %
ENVIRONMENT, GREAT LAKES & ENERGY	1,243	1,150	93 %	951	77 %	0	0 %	1,151	93 %	90	7 %	0	0 %
EXECUTIVE OFFICE	74	61	82 %	32	43 %	0	0 %	67	91 %	7	9 %	0	0 %
INSURANCE AND FINANCIAL SERV	330	315	95 %	260	79 %	0	0 %	313	95 %	17	5 %	0	0 %
LABOR & ECONOMIC OPPORTUNITY	2,686	2,510	93 %	1,991	74 %	0	0 %	2,516	94 %	163	6 %	0	0 %
LICENSING & REGULATORY AFFAIRS	1,554	1,456	94 %	1,261	81 %	0	0 %	1,468	94 %	80	5 %	0	0 %
MDHHS - COMMUNITY HEALTH	3,640	3,412	94 %	3,038	83 %	1	0 %	3,446	95 %	184	5 %	0	0 %
MDHHS - HUMAN SERVICES	10,416	9,821	94 %	8,832	85 %	0	0 %	9,896	95 %	501	5 %	0	0 %
MILITARY & VETERAN AFFAIRS	759	670	88 %	516	68 %	0	0 %	718	95 %	25	3 %	0	0 %
NATURAL RESOURCES	1,708	1,556	91 %	1,333	78 %	0	0 %	1,615	95 %	90	5 %	0	0 %
STATE	1,300	1,223	94 %	980	75 %	0	0 %	1,219	94 %	77	6 %	0	0 %
STATE POLICE	2,952	2,810	95 %	2,666	90 %	1,342	45 %	2,812	95 %	110	4 %	1,074	36 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,794	2,589	93 %	2,107	75 %	20	1 %	2,641	95 %	135	5 %	14	1 %
TRANSPORTATION	2,540	2,392	94 %	2,208	87 %	0	0 %	2,398	94 %	134	5 %	0	0 %
TREASURY	1,591	1,500	94 %	1,281	81 %	0	0 %	1,502	94 %	87	5 %	0	0 %
STATEWIDE TOTALS:	46,733	43,832	94 %	38,923	83 %	1,363	3 %	44,310	95 %	2,218	5 %	1,088	2 %

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, or on workers' compensation in primary positions only. Total employees enrolled does not reflect employees enrolled as a spouse or dependent on another employee's benefits.

Source: Michigan Civil Service Commission HWF47

STATE OF MICHIGAN

Table 2-10

AGE DISTRIBUTION FOR ACTIVE CLASSIFIED EMPLOYEES BY DEPARTMENT

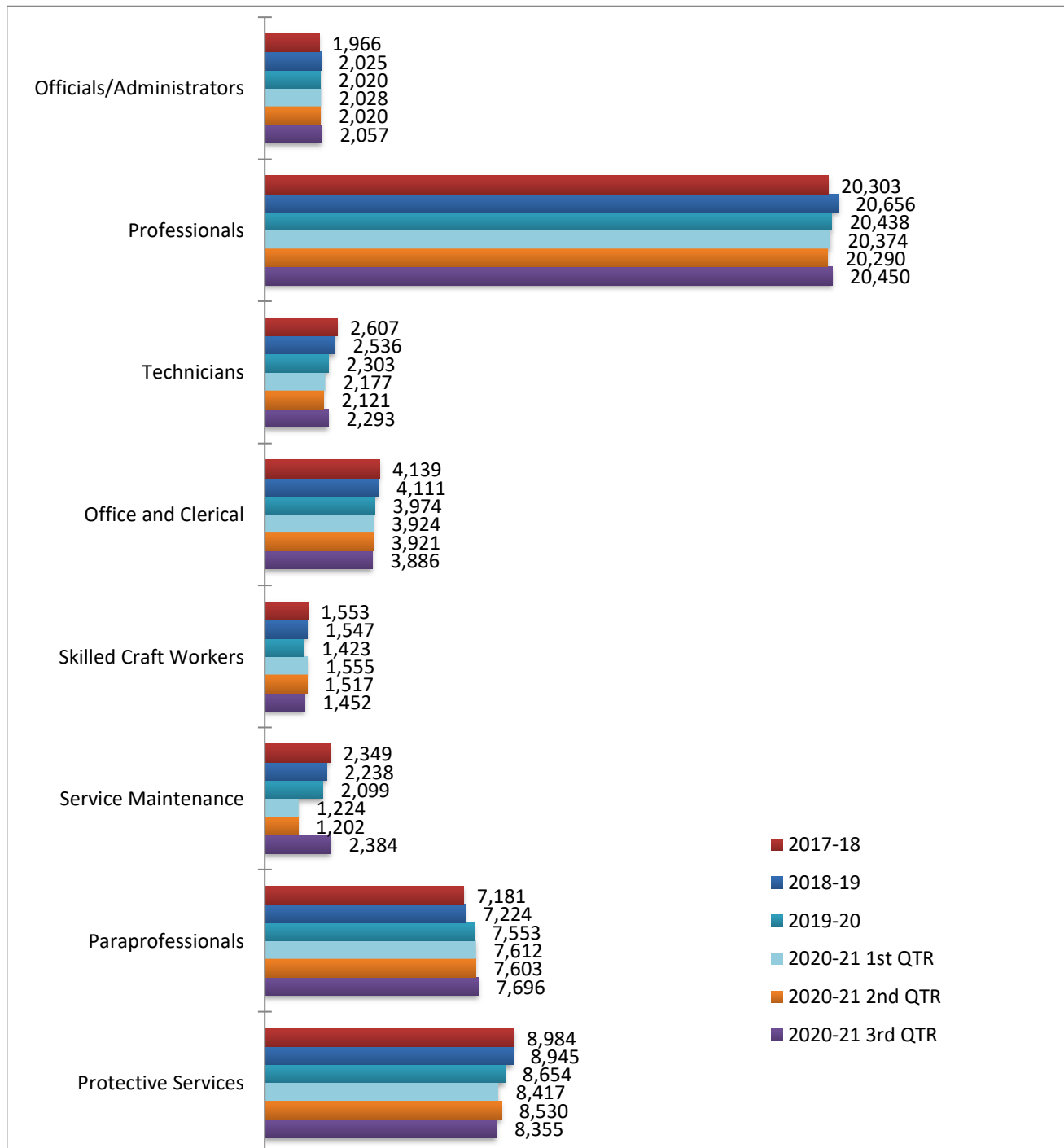
Pay End Date: June 26, 2021

Department	19 & Under	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70 & Over	Total
AGRICULTURE AND RURAL DVLPMT	0	17	54	45	53	66	58	46	68	37	20	8	472
ATTORNEY GENERAL	0	2	24	68	63	65	64	85	76	49	20	7	523
AUDITOR GENERAL	0	15	33	21	17	10	19	22	17	4	1	0	159
CIVIL RIGHTS	0	0	3	12	11	11	12	18	8	5	2	2	84
CIVIL SERVICE COMMISSION	1	20	32	46	49	55	69	60	66	27	8	0	433
CORRECTIONS	29	446	925	1,302	1,275	1,402	1,875	1,928	1,112	555	147	32	11,028
EDUCATION	0	6	13	27	52	65	88	86	68	59	29	11	504
ENVIRONMENT, GREAT LAKES & ENERGY	1	38	140	142	112	182	137	161	174	115	53	9	1,264
EXECUTIVE OFFICE	0	11	17	12	15	6	5	7	1	1	1	0	76
INSURANCE AND FINANCIAL SERV	0	15	32	40	47	49	48	44	35	18	4	2	334
LABOR & ECONOMIC OPPORTUNITY	0	56	147	244	316	349	396	413	382	261	103	46	2,713
LICENSING & REGULATORY AFFAIRS	6	35	103	145	215	212	220	211	193	150	57	30	1,577
MDHHS - COMMUNITY HEALTH	5	67	271	416	474	447	519	481	476	323	126	45	3,650
MDHHS - HUMAN SERVICES	2	189	908	1,279	1,602	1,607	1,575	1,372	1,020	594	203	69	10,420
MILITARY & VETERAN AFFAIRS	1	13	48	63	104	82	100	131	129	80	22	4	777
NATURAL RESOURCES	271	510	298	259	234	263	276	262	237	209	123	106	3,048
STATE	0	32	132	174	148	172	142	195	179	97	23	6	1,300
STATE POLICE	0	119	546	539	317	330	436	378	197	72	19	4	2,957
TECHNOLOGY, MANAGEMENT & BUDGET	4	50	142	240	303	367	411	452	436	295	109	20	2,829
TRANSPORTATION	28	229	168	214	253	398	378	413	383	249	71	26	2,810
TREASURY	3	38	79	172	198	246	202	215	220	172	54	16	1,615
Statewide Total:	351	1,908	4,115	5,460	5,858	6,384	7,030	6,980	5,477	3,372	1,195	443	48,573
Average Age:	19.0	22.9	27.7	32.5	37.5	42.5	47.6	52.3	57.4	62.2	67.0	73.1	44.7

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only.

Source: Michigan Civil Service Commission HWF23

STATE OF MICHIGAN
EMPLOYMENT TREND OF JOB CATEGORIES
Fiscal Years 2017-18 through 2020-21 3rd QTR



2020-21 3rd QTR Total: 48,573

Comment: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only.

Source: Michigan Civil Service Commission HWF27 for the last full pay period in each fiscal year

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY

Pay End Date: June 26, 2021

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
ALCONA	4	13	17
ALGER	255	3	258
ALLEGAN	208	18	226
ALPENA	158	32	190
ANTRIM	25	2	27
ARENAC	27	2	29
BARAGA	312	18	330
BARRY	106	60	166
BAY	335	45	380
BENZIE	31	0	31
BERRIEN	326	35	361
BRANCH	337	3	340
CALHOUN	368	11	379
CASS	93	8	101
CHARLEVOIX	21	44	65
CHEBOYGAN	61	57	118
CHIPPEWA	869	88	957
CLARE	60	16	76
CLINTON	153	39	192
CRAWFORD	169	84	253
DELTA	174	40	214
DICKINSON	60	1	61
EATON	3,384	155	3,539
EMMET	83	34	117
GENESEE	813	65	878
GLADWIN	45	5	50
GOGEBIC	55	9	64
GRAND TRAVERSE	302	48	350
GRATIOT	785	5	790
HILLSDALE	68	2	70
HOUGHTON	74	30	104
HURON	40	31	71
INGHAM	9,908	779	10,687
IONIA	1,339	28	1,367
IOSCO	53	41	94
IRON	46	20	66
ISABELLA	152	9	161
JACKSON	1,927	55	1,982
KALAMAZOO	1,101	92	1,193
KALKASKA	50	2	52
KENT	1,439	57	1,496
KEWEENAW	3	15	18
LAKE	36	1	37
LAPEER	427	24	451
LEELANAU	4	5	9
LENAWEE	554	30	584
LIVINGSTON	535	56	591

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only.

Source: Michigan Civil Service Commission HWF55

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY

Pay End Date: June 26, 2021

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
LUCE	238	28	266
MACKINAC	108	83	191
MACOMB	1,420	27	1,447
MANISTEE	317	20	337
MARQUETTE	806	48	854
MASON	44	31	75
MECOSTA	86	5	91
MENOMINEE	25	19	44
MIDLAND	92	3	95
MISSAUKEE	71	4	75
MONROE	215	31	246
MONTCALM	560	3	563
MONTMORENCY	48	21	69
MUSKEGON	818	73	891
NEWAYGO	73	10	83
OAKLAND	1,093	213	1,306
OCEANA	94	48	142
OGEMAW	89	24	113
ONTONAGON	21	22	43
OSCEOLA	25	0	25
OSCODA	24	0	24
OTSEGO	311	31	342
OTTAWA	202	55	257
OUT OF STATE	28	4	32
PRESQUE ISLE	19	29	48
ROSCOMMON	123	34	157
SAGINAW	820	19	839
SANILAC	50	16	66
SCHOOLCRAFT	36	22	58
SHIAWASSEE	79	3	82
ST CLAIR	233	66	299
ST JOSEPH	81	0	81
TUSCOLA	440	58	498
VAN BUREN	247	33	280
WASHTENAW	1,338	76	1,414
WAYNE	4,809	183	4,992
WEXFORD	173	34	207
WORK AT HOME - MI	1,751	598	2,349
Grand Total:	44,382	4,191	48,573

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only.

SECTION THREE

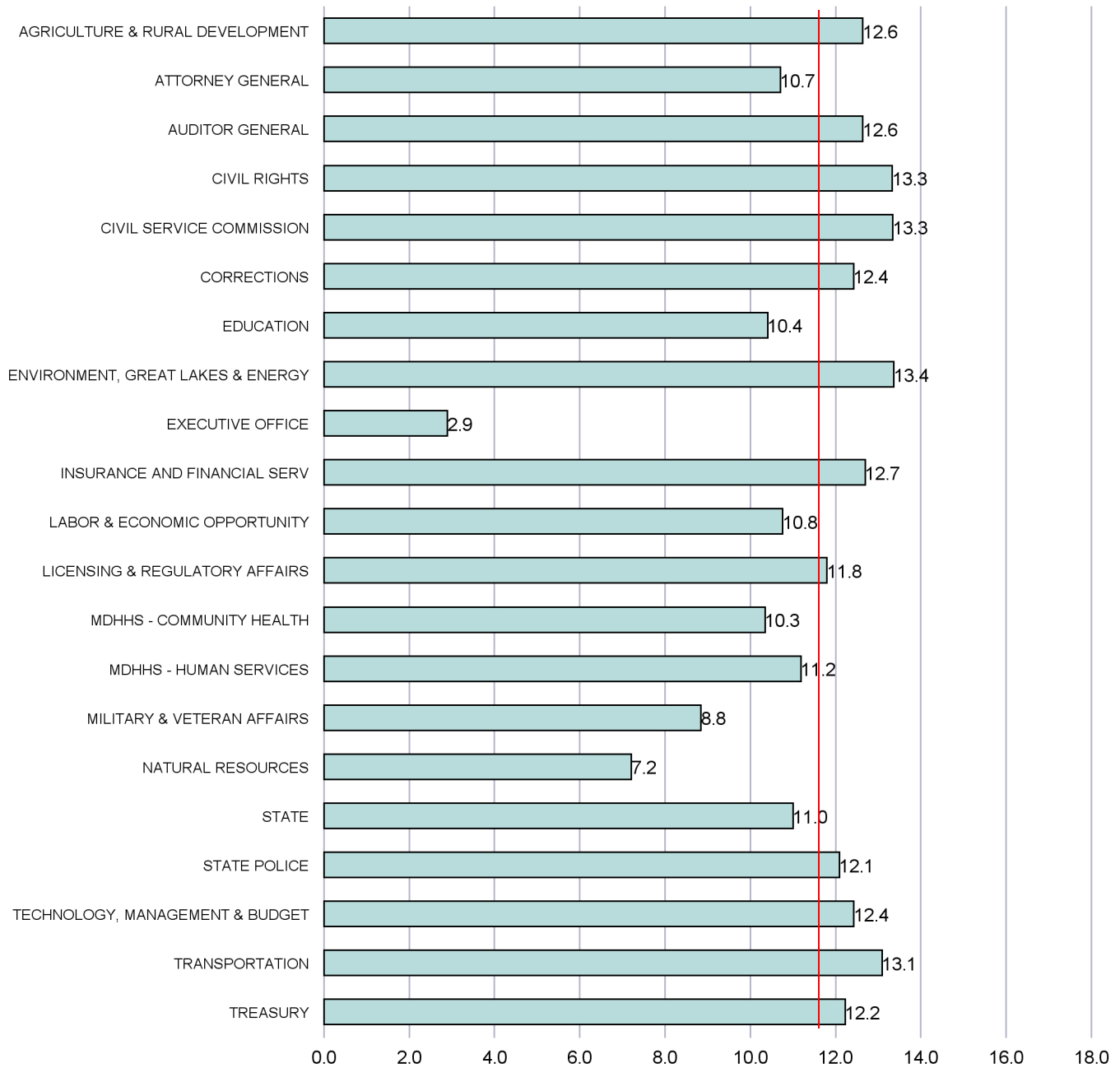
EMPLOYEE CONTINUITY OVERVIEW

STATE OF MICHIGAN

AVERAGE YEARS OF SERVICE BY DEPARTMENT

Pay End Date: June 26, 2021

Statewide
Average
11.5



Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: June 26, 2021

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
AGRICULTURE & RURAL DEVELOPMENT																		
00 - 05 YEARS	62	92	3	3	0	1	2	1	1	0	0	0	0	2	68	99	0	0
06 -10 YEARS	39	42	2	4	0	0	0	3	0	2	0	0	0	0	41	51	0	0
11 -15 YEARS	18	20	1	0	0	1	1	0	0	0	0	0	0	0	20	21	0	0
16 - 20 YEARS	23	30	0	3	0	0	0	0	0	0	0	0	0	0	23	33	0	0
21 - 25 YEARS	24	17	0	1	1	0	0	1	0	1	0	0	0	0	25	20	0	1
26 - 30 YEARS	18	10	1	0	0	0	1	0	0	0	0	0	0	0	20	10	0	0
31 - 35 YEARS	17	14	0	3	0	0	0	0	0	0	0	0	0	0	17	17	1	2
36 - 40 YEARS	0	1	0	0	0	0	0	0	1	0	0	0	0	0	1	1	0	0
MORE THAN 40 YEARS	2	3	0	0	0	0	0	0	0	0	0	0	0	0	2	3	0	1
DEPARTMENT TOTAL	203	229	7	14	1	2	4	5	2	3	0	0	0	2	217	255	1	4
MORE THAN 10 YEARS	102	95	2	7	1	1	2	1	1	1	0	0	0	0	108	105	1	4
AVERAGE YEARS	13.8	11.6	9.3	15.1	21.0	6.5	12.0	9.6	21.5	12.0	0.0	0.0	0.0	2.0	13.8	11.7	31.0	32.8
DEPARTMENT AVERAGE YEARS			12.6															

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: June 26, 2021

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
ATTORNEY GENERAL																		
00 - 05 YEARS	77	107	7	18	0	0	0	4	0	2	0	0	1	2	85	133	0	0
06 - 10 YEARS	30	49	2	10	0	0	0	1	2	0	0	0	0	0	34	60	0	0
11 - 15 YEARS	28	26	1	3	0	0	0	0	0	0	0	0	0	0	29	29	1	0
16 - 20 YEARS	23	33	5	6	0	0	0	2	0	0	0	0	0	0	28	41	0	0
21 - 25 YEARS	15	22	0	4	0	0	0	0	0	2	0	0	0	0	15	28	0	0
26 - 30 YEARS	8	6	1	0	0	0	0	0	0	0	0	0	0	0	9	6	0	0
31 - 35 YEARS	7	5	0	2	0	0	0	1	0	0	0	0	0	0	7	8	0	0
36 - 40 YEARS	2	1	1	1	0	0	0	0	0	0	0	0	0	0	3	2	0	0
MORE THAN 40 YEARS	2	3	0	0	0	0	1	0	0	0	0	0	0	0	3	3	0	0
DEPARTMENT TOTAL	192	252	17	44	0	0	1	8	2	4	0	0	1	2	213	310	1	0
MORE THAN 10 YEARS	85	96	8	16	0	0	1	3	0	2	0	0	0	0	94	117	1	0
AVERAGE YEARS	11.4	10.2	11.3	10.0	0.0	0.0	42.0	10.5	8.0	12.0	0.0	0.0	2.0	2.5	11.5	10.2	14.0	0.0
DEPARTMENT AVERAGE YEARS				10.7														

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Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: June 26, 2021

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
AUDITOR GENERAL																		
00 - 05 YEARS	25	29	2	0	0	0	1	1	0	0	0	0	0	0	28	30	0	0
06 - 10 YEARS	19	16	0	0	0	0	1	1	0	0	0	0	0	0	20	17	0	0
11 - 15 YEARS	2	4	0	0	0	0	0	0	0	0	0	0	0	0	2	4	0	0
16 - 20 YEARS	1	8	0	0	0	0	0	0	0	0	0	0	0	0	1	8	0	0
21 - 25 YEARS	13	9	1	1	0	0	0	0	0	1	0	0	0	0	14	11	0	0
26 - 30 YEARS	3	6	0	0	0	0	0	0	0	0	0	0	0	0	3	6	0	0
31 - 35 YEARS	4	6	1	0	0	0	0	0	0	0	0	0	0	0	5	6	0	0
36 - 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
MORE THAN 40 YEARS	3	0	0	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0
DEPARTMENT TOTAL	71	78	4	1	0	0	2	2	0	1	0	0	0	0	77	82	0	0
MORE THAN 10 YEARS	27	33	2	1	0	0	0	0	0	1	0	0	0	0	29	35	0	0
AVERAGE YEARS	13.2	12.2	16.5	25.0	0.0	0.0	4.5	3.0	0.0	21.0	0.0	0.0	0.0	0.0	13.1	12.2	0.0	0.0
DEPARTMENT AVERAGE YEARS				12.6														

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Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: June 26, 2021

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CIVIL RIGHTS																		
00 - 05 YEARS	0	3	2	6	0	1	1	2	0	0	0	0	0	0	3	12	0	0
06 -10 YEARS	2	5	2	8	0	0	1	0	0	0	0	0	1	0	6	13	0	0
11 -15 YEARS	0	5	4	10	0	0	0	2	0	1	0	0	0	0	4	18	0	0
16 - 20 YEARS	2	1	1	6	0	0	0	1	0	0	0	0	0	0	3	8	0	0
21 - 25 YEARS	2	0	0	7	0	0	0	0	0	0	0	0	0	0	2	7	0	0
26 - 30 YEARS	2	1	0	1	0	0	0	1	0	0	0	0	0	0	2	3	0	0
31 - 35 YEARS	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	2	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
DEPARTMENT TOTAL	8	16	9	40	0	1	2	6	0	1	0	0	1	0	20	64	0	0
MORE THAN 10 YEARS	6	8	5	26	0	0	0	4	0	1	0	0	0	0	11	39	0	0
AVERAGE YEARS	18.6	11.9	9.7	14.6	0.0	4.0	6.0	12.2	0.0	13.0	0.0	0.0	7.0	0.0	12.8	13.5	0.0	0.0
DEPARTMENT AVERAGE YEARS																	13.3	

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Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: June 26, 2021

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CIVIL SERVICE COMMISSION																		
00 - 05 YEARS	16	77	3	13	0	2	0	4	1	2	0	0	3	4	23	102	0	1
06 - 10 YEARS	16	59	4	9	0	1	0	2	0	1	0	0	0	1	20	73	0	0
11 - 15 YEARS	8	33	1	4	0	0	0	2	0	1	0	0	0	0	9	40	1	0
16 - 20 YEARS	6	37	3	6	0	0	0	1	0	0	0	0	0	0	9	44	0	0
21 - 25 YEARS	3	38	0	3	0	1	1	0	0	3	0	0	0	0	4	45	0	0
26 - 30 YEARS	4	11	1	6	0	0	0	0	0	1	0	0	0	0	5	18	0	0
31 - 35 YEARS	1	18	1	9	0	1	0	4	0	0	0	0	0	0	2	32	0	0
36 - 40 YEARS	0	2	0	1	0	0	0	1	0	0	0	0	0	0	0	4	0	0
MORE THAN 40 YEARS	0	2	0	0	0	1	0	0	0	0	0	0	0	0	0	3	0	0
DEPARTMENT TOTAL	54	277	13	51	0	6	1	14	1	8	0	0	3	5	72	361	1	1
MORE THAN 10 YEARS	22	141	6	29	0	3	1	8	0	5	0	0	0	0	29	186	1	0
AVERAGE YEARS	10.9	13.4	13.4	16.3	0.0	17.8	21.0	16.6	0.0	14.3	0.0	0.0	3.0	2.2	11.0	13.8	12.0	3.0
DEPARTMENT AVERAGE YEARS			13.4															

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Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: June 26, 2021

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CORRECTIONS																		
00 - 05 YEARS	1,735	979	315	311	57	16	64	40	12	6	2	1	29	22	2,214	1,375	1	0
06 - 10 YEARS	1,078	472	164	129	33	9	44	20	12	6	0	0	0	0	1,331	636	0	0
11 - 15 YEARS	587	344	140	150	23	6	29	17	7	2	0	0	0	0	786	519	0	0
16 - 20 YEARS	573	269	85	115	14	5	11	10	3	2	0	0	0	1	686	402	2	2
21 - 25 YEARS	1,308	399	138	161	33	11	41	25	8	3	0	0	0	0	1,528	599	1	0
26 - 30 YEARS	386	142	35	58	3	4	8	10	3	0	0	0	0	0	435	214	2	5
31 - 35 YEARS	117	71	20	28	4	1	2	2	0	0	0	0	1	0	144	102	1	4
36 - 40 YEARS	12	9	6	9	1	0	0	0	0	0	0	0	0	0	19	18	3	1
MORE THAN 40 YEARS	6	6	2	5	0	0	0	1	0	0	0	0	0	0	8	12	1	0
DEPARTMENT TOTAL	5,802	2,691	905	966	168	52	199	125	45	19	2	1	30	23	7,151	3,877	11	12
MORE THAN 10 YEARS	2,989	1,240	426	526	78	27	91	65	21	7	0	0	1	1	3,606	1,866	10	12
AVERAGE YEARS	13.0	11.6	11.5	12.9	11.7	12.9	11.5	12.7	11.4	9.8	0.5	2.0	2.5	2.2	12.7	11.9	28.8	28.3
DEPARTMENT AVERAGE YEARS																	12.4	

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Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: June 26, 2021

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
EDUCATION																		
00 - 05 YEARS	31	106	2	11	0	1	2	3	1	3	0	0	0	3	36	127	0	0
06 - 10 YEARS	36	73	2	19	1	0	1	3	1	1	0	0	0	0	41	96	0	0
11 - 15 YEARS	17	53	1	10	0	0	0	1	1	1	0	0	0	0	19	65	0	1
16 - 20 YEARS	18	37	2	2	0	0	0	0	0	0	0	0	0	0	20	39	0	0
21 - 25 YEARS	8	26	2	2	0	0	1	2	0	0	0	0	0	0	11	30	0	0
26 - 30 YEARS	2	2	0	1	0	0	0	0	0	0	0	0	0	0	2	3	1	0
31 - 35 YEARS	2	4	0	1	0	0	0	0	0	1	0	0	0	0	2	6	0	0
36 - 40 YEARS	1	2	0	0	0	0	0	0	0	0	0	0	0	0	1	2	0	0
MORE THAN 40 YEARS	0	2	0	1	0	0	0	1	0	0	0	0	0	0	0	4	0	0
DEPARTMENT TOTAL	115	305	9	47	1	1	4	10	3	6	0	0	0	3	132	372	1	1
MORE THAN 10 YEARS	48	126	5	17	0	0	1	4	1	2	0	0	0	0	55	149	1	1
AVERAGE YEARS	10.9	10.2	12.9	10.1	10.0	0.0	8.3	13.5	6.7	10.3	0.0	0.0	0.0	1.0	10.9	10.2	27.0	11.0
DEPARTMENT AVERAGE YEARS	10.4																	

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STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: June 26, 2021

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
ENVIRONMENT, GREAT LAKES & ENERGY																		
00 - 05 YEARS	199	215	2	11	1	2	4	2	10	3	0	0	1	7	217	240	0	0
06 - 10 YEARS	85	97	0	5	0	0	1	1	0	5	0	0	0	0	86	108	0	0
11 - 15 YEARS	29	48	2	1	0	0	0	1	0	1	0	0	0	0	31	51	0	0
16 - 20 YEARS	73	76	3	1	0	1	1	2	1	0	0	0	0	0	78	80	0	0
21 - 25 YEARS	82	58	1	2	0	0	1	1	1	3	0	0	0	0	85	64	0	0
26 - 30 YEARS	50	38	1	2	0	0	1	1	7	4	0	0	0	0	59	45	0	1
31 - 35 YEARS	46	30	2	2	0	1	3	1	0	0	0	0	0	0	51	34	2	0
36 - 40 YEARS	9	3	3	0	0	0	0	0	0	0	0	0	0	0	12	3	0	0
MORE THAN 40 YEARS	8	8	1	2	1	0	0	0	0	0	0	0	0	0	10	10	2	1
DEPARTMENT TOTAL	581	573	15	26	2	4	11	9	19	16	0	0	1	7	629	635	4	2
MORE THAN 10 YEARS	297	261	13	10	1	2	6	6	9	8	0	0	0	0	326	287	4	2
AVERAGE YEARS	14.2	12.3	23.6	13.2	22.5	15.0	16.4	16.1	13.7	14.9	0.0	0.0	4.0	1.4	14.4	12.3	38.0	35.5
DEPARTMENT AVERAGE YEARS			13.4															

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STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: June 26, 2021

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
EXECUTIVE OFFICE																		
00 - 05 YEARS	15	35	4	4	0	0	1	6	2	1	0	0	0	1	22	47	0	0
06 - 10 YEARS	0	2	0	1	0	0	0	0	0	0	0	0	0	0	0	3	0	0
11 - 15 YEARS	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	2	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	15	39	4	6	0	0	1	7	2	1	0	0	0	1	22	54	0	0
MORE THAN 10 YEARS	0	2	0	1	0	0	0	1	0	0	0	0	0	0	0	4	0	0
AVERAGE YEARS	1.7	2.9	1.5	4.7	0.0	0.0	1.0	3.7	1.0	4.0	0.0	0.0	0.0	1.0	1.5	3.2	0.0	0.0
DEPARTMENT AVERAGE YEARS				2.7														

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STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: June 26, 2021

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
INSURANCE AND FINANCIAL SERV																		
00 - 05 YEARS	53	46	2	6	0	0	1	1	0	1	0	0	1	1	57	55	0	0
06 -10 YEARS	17	18	2	4	0	1	3	0	0	1	0	0	0	0	22	24	0	0
11 -15 YEARS	15	32	1	6	0	0	0	2	0	2	0	0	0	0	16	42	0	0
16 - 20 YEARS	13	23	2	2	0	0	1	0	1	0	0	0	0	0	17	25	0	0
21 - 25 YEARS	8	20	0	4	0	0	0	2	0	0	0	0	0	0	8	26	0	0
26 - 30 YEARS	7	8	0	0	0	0	0	0	0	0	0	0	0	0	7	8	0	1
31 - 35 YEARS	5	9	2	2	0	0	0	1	0	0	0	0	0	0	7	12	0	2
36 - 40 YEARS	3	3	0	0	0	0	0	0	0	0	0	0	0	0	3	3	0	0
MORE THAN 40 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0
DEPARTMENT TOTAL	122	160	9	24	0	1	5	6	1	4	0	0	1	1	138	196	0	3
MORE THAN 10 YEARS	52	96	5	14	0	0	1	5	1	2	0	0	0	0	59	117	0	3
AVERAGE YEARS	11.2	13.7	15.7	13.5	0.0	10.0	9.0	18.2	18.0	10.0	0.0	0.0	2.0	0.0	11.4	13.6	0.0	30.0
DEPARTMENT AVERAGE YEARS																	12.7	

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STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: June 26, 2021

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
LABOR & ECONOMIC OPPORTUNITY																		
00 - 05 YEARS	228	449	48	317	1	4	11	40	5	16	1	1	6	27	300	854	1	1
06 -10 YEARS	90	163	15	65	4	0	4	10	1	3	0	0	0	0	114	241	1	2
11 -15 YEARS	77	156	24	82	0	2	9	6	1	1	0	0	0	0	111	247	2	2
16 - 20 YEARS	77	145	27	139	3	2	7	7	3	4	0	0	0	0	117	297	2	1
21 - 25 YEARS	52	76	6	44	1	1	3	2	0	2	0	0	0	0	62	125	2	0
26 - 30 YEARS	20	42	7	22	0	0	1	2	1	2	0	0	0	0	29	68	0	3
31 - 35 YEARS	17	25	9	21	1	0	3	3	1	1	0	0	0	0	31	50	2	5
36 - 40 YEARS	5	11	1	9	0	0	3	1	0	1	0	0	0	0	9	22	0	0
MORE THAN 40 YEARS	3	19	1	12	0	0	0	1	0	0	0	0	0	0	4	32	1	1
DEPARTMENT TOTAL	569	1,086	138	711	10	9	41	72	12	30	1	1	6	27	777	1,936	11	15
MORE THAN 10 YEARS	251	474	75	329	5	5	26	22	6	11	0	0	0	0	363	841	9	12
AVERAGE YEARS	10.7	10.8	12.6	10.7	14.8	11.6	14.6	8.8	12.6	10.1	4.0	0.0	1.2	1.1	11.3	10.5	20.4	24.1
DEPARTMENT AVERAGE YEARS	10.7																	

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STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: June 26, 2021

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
LICENSING & REGULATORY AFFAIRS																		
00 - 05 YEARS	196	258	16	37	0	0	3	9	2	5	0	1	1	10	218	320	0	0
06 -10 YEARS	114	152	10	23	3	2	6	2	0	4	0	0	0	0	133	183	0	0
11 -15 YEARS	85	119	4	26	0	1	1	5	3	4	0	0	0	0	93	155	0	0
16 - 20 YEARS	41	94	7	24	0	1	1	3	2	0	0	0	0	0	51	122	0	0
21 - 25 YEARS	40	62	3	26	0	2	1	2	0	2	0	0	0	0	44	94	0	0
26 - 30 YEARS	28	40	1	4	0	0	0	3	0	1	0	0	0	0	29	48	1	0
31 - 35 YEARS	11	28	0	13	0	0	0	3	1	1	0	0	0	0	12	45	0	3
36 - 40 YEARS	1	3	2	2	0	0	0	1	0	0	0	0	0	0	3	6	0	0
MORE THAN 40 YEARS	8	11	2	0	0	0	0	0	0	0	0	0	0	0	10	11	0	1
DEPARTMENT TOTAL	524	767	45	155	3	6	12	28	8	17	0	1	1	10	593	984	1	4
MORE THAN 10 YEARS	214	357	19	95	0	4	3	17	6	8	0	0	0	0	242	481	1	4
AVERAGE YEARS	10.9	11.9	12.6	14.3	7.0	15.2	9.5	15.3	13.9	11.9	0.0	0.0	2.0	2.8	11.0	12.3	28.0	34.8
DEPARTMENT AVERAGE YEARS			11.8															

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STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: June 26, 2021

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
MDHHS - COMMUNITY HEALTH																		
00 - 05 YEARS	322	624	152	346	1	2	10	30	17	17	1	0	10	20	513	1,039	0	1
06 -10 YEARS	148	313	70	112	2	2	7	16	5	20	0	0	0	0	232	463	0	0
11 -15 YEARS	112	216	43	66	0	3	3	9	5	6	0	0	0	0	163	300	0	1
16 - 20 YEARS	84	165	24	63	0	0	5	7	3	6	0	0	0	0	116	241	0	0
21 - 25 YEARS	71	134	20	49	1	3	2	3	3	5	0	0	0	0	97	194	1	1
26 - 30 YEARS	37	44	13	18	1	0	1	0	1	4	0	0	0	0	53	66	2	2
31 - 35 YEARS	18	49	15	15	0	1	1	3	1	1	0	0	0	0	35	69	0	4
36 - 40 YEARS	6	14	2	4	0	0	1	0	1	0	0	0	0	0	10	18	0	2
MORE THAN 40 YEARS	6	21	6	4	0	1	1	1	1	0	0	0	0	0	14	27	0	3
DEPARTMENT TOTAL	804	1,580	345	677	5	12	31	69	37	59	1	0	10	20	1,233	2,417	3	14
MORE THAN 10 YEARS	334	643	123	219	2	8	14	23	15	22	0	0	0	0	488	915	3	13
AVERAGE YEARS	10.7	10.9	10.0	9.0	13.0	17.3	12.7	9.8	10.9	10.6	4.0	0.0	1.5	1.7	10.5	10.3	26.3	30.1
DEPARTMENT AVERAGE YEARS				10.3														

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STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: June 26, 2021

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
MDHHS - HUMAN SERVICES																		
00 - 05 YEARS	413	1,696	139	847	4	19	32	92	10	16	1	2	28	93	627	2,765	1	0
06 - 10 YEARS	322	1,282	106	624	3	17	18	59	2	8	0	0	0	0	451	1,990	0	3
11 - 15 YEARS	236	1,054	68	550	2	4	11	50	3	9	0	0	0	1	320	1,668	0	1
16 - 20 YEARS	105	451	32	233	0	4	12	30	2	3	0	1	0	0	151	722	0	3
21 - 25 YEARS	112	409	36	345	1	3	7	34	0	6	0	0	0	0	156	797	0	1
26 - 30 YEARS	53	177	21	102	0	4	3	22	1	3	0	0	0	0	78	308	3	6
31 - 35 YEARS	29	86	12	71	0	0	7	12	1	3	0	0	0	0	49	172	2	6
36 - 40 YEARS	13	20	4	26	0	0	0	0	0	1	0	0	0	0	17	47	3	0
MORE THAN 40 YEARS	14	35	5	46	0	0	0	1	0	1	0	0	0	0	19	83	1	2
DEPARTMENT TOTAL	1,297	5,210	423	2,844	10	51	90	300	19	50	1	3	28	94	1,868	8,552	10	22
MORE THAN 10 YEARS	562	2,232	178	1,373	3	15	40	149	7	26	0	1	0	1	790	3,797	9	19
AVERAGE YEARS	11.3	10.7	11.4	12.2	8.0	10.0	12.0	12.4	8.2	13.5	3.0	8.0	2.1	1.5	11.2	11.2	32.3	25.2
DEPARTMENT AVERAGE YEARS			11.2															

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STATE OF MICHIGAN
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RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
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DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
MILITARY & VETERAN AFFAIRS																		
00 - 05 YEARS	171	168	16	8	0	3	7	3	3	3	0	0	2	4	199	189	0	0
06 -10 YEARS	67	55	4	5	0	0	3	0	2	1	0	0	0	0	76	61	0	0
11 -15 YEARS	50	30	1	3	1	0	0	1	0	3	0	0	0	0	52	37	0	0
16 - 20 YEARS	29	19	1	5	0	0	0	1	0	0	0	0	0	0	30	25	0	0
21 - 25 YEARS	20	23	3	7	0	0	3	0	0	1	0	0	0	0	26	31	0	0
26 - 30 YEARS	16	19	0	0	0	0	2	0	0	0	0	0	0	0	18	19	0	0
31 - 35 YEARS	5	1	0	1	0	0	1	0	0	0	0	0	0	0	6	2	1	0
36 - 40 YEARS	4	0	0	0	0	0	0	0	0	0	0	0	0	0	4	0	1	0
MORE THAN 40 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0
DEPARTMENT TOTAL	363	316	25	29	1	3	16	5	5	8	0	0	2	4	412	365	2	0
MORE THAN 10 YEARS	125	93	5	16	1	0	6	2	0	4	0	0	0	0	137	115	2	0
AVERAGE YEARS	9.2	8.3	6.2	12.9	13.0	2.0	12.4	8.2	4.8	8.5	0.0	0.0	1.5	1.0	9.1	8.6	36.0	0.0
DEPARTMENT AVERAGE YEARS				8.8														

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: June 26, 2021

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
NATURAL RESOURCES																		
00 - 05 YEARS	1,022	732	15	18	11	7	6	7	3	5	0	0	9	7	1,066	776	1	1
06 - 10 YEARS	233	114	3	4	2	0	4	0	0	0	0	0	0	0	242	118	0	0
11 - 15 YEARS	123	58	2	3	0	0	1	0	0	0	0	0	0	0	126	61	1	0
16 - 20 YEARS	162	62	1	1	3	0	3	0	2	0	0	0	0	0	171	63	1	0
21 - 25 YEARS	175	51	0	1	1	0	3	1	0	1	0	0	1	0	180	54	2	1
26 - 30 YEARS	64	20	1	1	1	1	0	0	0	0	0	0	0	0	66	22	0	0
31 - 35 YEARS	48	20	3	1	1	0	0	4	0	0	0	0	0	0	52	25	1	1
36 - 40 YEARS	7	3	2	0	0	1	0	0	0	0	0	0	0	0	9	4	0	0
MORE THAN 40 YEARS	9	4	0	0	0	0	0	0	0	0	0	0	0	0	9	4	0	0
DEPARTMENT TOTAL	1,843	1,064	27	29	19	9	17	12	5	6	0	0	10	7	1,921	1,127	6	3
MORE THAN 10 YEARS	588	218	9	7	6	2	7	5	2	1	0	0	1	0	613	233	5	2
AVERAGE YEARS	8.1	5.5	10.0	6.6	8.1	7.7	10.1	13.3	8.2	5.3	0.0	0.0	3.0	0.6	8.2	5.6	18.8	18.3
DEPARTMENT AVERAGE YEARS				7.2														

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: June 26, 2021

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATE																		
00 - 05 YEARS	82	283	23	90	0	2	8	14	3	7	0	1	0	5	116	402	0	0
06 -10 YEARS	59	180	7	40	0	1	3	9	0	2	0	0	1	0	70	232	0	0
11 -15 YEARS	24	47	2	10	0	0	0	1	0	1	0	0	1	0	27	59	0	0
16 - 20 YEARS	18	80	5	14	0	1	2	4	0	1	0	0	0	0	25	100	0	0
21 - 25 YEARS	26	89	2	26	0	2	1	6	1	1	0	0	0	0	30	124	1	0
26 - 30 YEARS	4	30	1	9	0	1	0	2	0	1	0	0	0	0	5	43	0	2
31 - 35 YEARS	7	15	2	15	0	0	1	3	2	1	0	0	0	0	12	34	1	1
36 - 40 YEARS	0	4	1	5	0	0	0	1	0	0	0	0	0	0	1	10	0	0
MORE THAN 40 YEARS	1	9	0	0	0	0	0	0	0	0	0	0	0	0	1	9	0	0
DEPARTMENT TOTAL	221	737	43	209	0	7	15	40	6	14	0	1	2	5	287	1,013	2	3
MORE THAN 10 YEARS	80	274	13	79	0	4	4	17	3	5	0	0	1	0	101	379	2	3
AVERAGE YEARS	10.2	11.1	9.4	11.8	0.0	15.1	9.2	13.3	15.8	10.6	0.0	2.0	8.5	1.0	10.1	11.3	26.5	30.0
DEPARTMENT AVERAGE YEARS				11.0														

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: June 26, 2021

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATE POLICE																		
00 - 05 YEARS	617	287	51	18	9	0	15	10	7	3	0	0	13	0	712	318	0	0
06 -10 YEARS	448	159	16	4	4	1	11	6	2	1	0	0	0	0	481	171	0	0
11 -15 YEARS	117	76	6	4	0	1	4	1	2	1	0	0	0	0	129	83	0	0
16 - 20 YEARS	120	73	3	2	1	0	4	4	0	0	0	0	0	0	128	79	0	1
21 - 25 YEARS	415	77	14	8	4	0	7	1	4	0	0	0	0	0	444	86	0	0
26 - 30 YEARS	192	33	19	0	7	0	5	0	0	0	0	0	0	0	223	33	1	0
31 - 35 YEARS	35	15	4	3	0	0	0	1	0	0	0	0	0	0	39	19	0	1
36 - 40 YEARS	3	3	0	1	0	0	0	1	0	0	0	0	0	0	3	5	1	0
MORE THAN 40 YEARS	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0	4	0	0
DEPARTMENT TOTAL	1,947	727	113	40	25	2	46	24	15	5	0	0	13	0	2,159	798	2	2
MORE THAN 10 YEARS	882	281	46	18	12	1	20	8	6	1	0	0	0	0	966	309	2	2
AVERAGE YEARS	12.7	10.7	12.3	12.4	14.0	10.5	12.0	10.8	10.8	6.8	0.0	0.0	2.0	0.0	12.6	10.8	32.5	26.0
DEPARTMENT AVERAGE YEARS				12.1														

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: June 26, 2021

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
TECHNOLOGY, MANAGEMENT & BUDGET																		
00 - 05 YEARS	422	229	19	28	1	1	12	14	34	54	0	0	6	7	494	333	1	0
06 - 10 YEARS	430	173	24	24	3	1	13	8	28	37	0	0	1	0	499	243	0	0
11 - 15 YEARS	180	98	10	11	0	0	2	2	21	26	0	0	0	0	213	137	0	0
16 - 20 YEARS	135	67	4	6	0	1	1	1	23	10	0	0	0	0	163	85	0	0
21 - 25 YEARS	222	96	12	9	1	0	4	3	11	2	0	0	0	0	250	110	1	0
26 - 30 YEARS	59	38	3	6	0	2	4	1	5	3	0	0	0	0	71	50	0	1
31 - 35 YEARS	41	34	10	12	1	0	2	4	3	3	0	0	0	0	57	53	2	2
36 - 40 YEARS	7	12	3	2	0	0	0	0	2	0	0	0	0	0	12	14	0	0
MORE THAN 40 YEARS	19	17	3	2	0	0	1	2	0	1	0	0	0	0	23	22	1	0
DEPARTMENT TOTAL	1,515	764	88	100	6	5	39	35	127	136	0	0	7	7	1,782	1,047	5	3
MORE THAN 10 YEARS	663	362	45	48	2	3	14	13	65	45	0	0	0	0	789	471	4	3
AVERAGE YEARS	12.1	13.2	15.7	14.2	12.8	16.0	12.4	13.5	12.2	9.1	0.0	0.0	3.6	2.3	12.3	12.7	26.8	32.0
DEPARTMENT AVERAGE YEARS	12.4																	

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: June 26, 2021

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
TRANSPORTATION																		
00 - 05 YEARS	580	251	41	28	11	7	16	11	15	21	0	0	8	4	671	322	0	0
06 -10 YEARS	243	100	8	9	5	1	4	5	1	1	0	0	0	0	261	116	0	0
11 -15 YEARS	179	69	6	9	2	0	2	0	3	1	0	0	0	0	192	79	0	0
16 - 20 YEARS	268	103	9	5	3	1	4	1	7	7	0	0	0	0	291	117	1	1
21 - 25 YEARS	222	80	11	8	1	1	4	1	4	7	0	0	0	0	242	97	0	0
26 - 30 YEARS	102	39	8	6	4	2	4	0	1	0	0	0	0	0	119	47	2	2
31 - 35 YEARS	109	40	9	10	2	2	5	2	4	2	0	0	0	0	129	56	4	4
36 - 40 YEARS	23	6	5	2	0	0	1	0	1	0	0	0	0	0	30	8	1	1
MORE THAN 40 YEARS	10	11	5	4	0	0	2	0	1	0	0	0	0	0	18	15	0	2
DEPARTMENT TOTAL	1,736	699	102	81	28	14	42	20	37	39	0	0	8	4	1,953	857	8	10
MORE THAN 10 YEARS	913	348	53	44	12	6	22	4	21	17	0	0	0	0	1,021	419	8	10
AVERAGE YEARS	13.1	12.8	14.7	15.4	12.7	13.4	15.0	8.0	14.4	10.6	0.0	0.0	0.8	0.3	13.2	12.8	30.4	33.5
DEPARTMENT AVERAGE YEARS																	13.1	

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: June 26, 2021

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
TREASURY																		
00 - 05 YEARS	147	228	18	50	2	1	6	16	5	8	0	0	7	9	185	312	0	0
06 -10 YEARS	120	154	15	49	0	0	2	6	3	5	0	0	1	3	141	217	0	0
11 -15 YEARS	61	119	12	22	0	2	0	7	1	3	0	0	0	0	74	153	0	0
16 - 20 YEARS	66	119	9	25	1	1	1	4	5	4	0	0	0	0	82	153	1	0
21 - 25 YEARS	40	63	5	13	0	1	1	3	1	2	0	0	0	0	47	82	0	1
26 - 30 YEARS	20	25	1	8	0	2	0	1	0	0	0	0	0	0	21	36	1	1
31 - 35 YEARS	21	29	8	13	0	0	1	4	2	0	0	0	0	0	32	46	1	2
36 - 40 YEARS	1	9	2	3	0	0	0	0	0	0	0	0	0	0	3	12	0	0
MORE THAN 40 YEARS	3	7	1	4	0	0	2	2	0	0	0	0	0	0	6	13	1	0
DEPARTMENT TOTAL	479	753	71	187	3	7	13	43	17	22	0	0	8	12	591	1,024	4	4
MORE THAN 10 YEARS	212	371	38	88	1	6	5	21	9	9	0	0	0	0	265	495	4	4
AVERAGE YEARS	11.8	12.2	14.3	13.1	7.3	18.1	15.5	13.0	13.2	10.0	0.0	0.0	3.1	3.6	12.0	12.3	30.5	29.3
DEPARTMENT AVERAGE YEARS				12.2														

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: June 26, 2021

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATEWIDE TOTALS																		
00 - 05 YEARS	6,413	6,894	880	2,170	98	69	202	310	131	173	5	6	125	228	7,854	9,850	5	4
06 -10 YEARS	3,596	3,678	456	1,148	60	36	126	152	59	98	0	0	4	4	4,301	5,116	1	5
11 -15 YEARS	1,948	2,608	329	971	28	20	63	107	47	63	0	0	1	1	2,416	3,770	5	5
16 - 20 YEARS	1,837	1,892	223	658	25	17	53	79	52	37	0	1	0	1	2,190	2,685	7	8
21 - 25 YEARS	2,858	1,749	254	721	44	25	80	87	33	42	0	0	1	0	3,270	2,624	8	5
26 - 30 YEARS	1,075	732	114	244	16	16	30	43	19	19	0	0	0	0	1,254	1,054	13	24
31 - 35 YEARS	540	500	98	223	9	6	26	48	15	13	0	0	1	0	689	790	18	37
36 - 40 YEARS	98	106	32	65	1	1	5	5	5	2	0	0	0	0	141	179	9	4
MORE THAN 40 YEARS	96	164	26	81	1	2	7	9	2	2	0	0	0	0	132	258	7	11
STATEWIDE TOTAL	18,461	18,323	2,412	6,281	282	192	592	840	363	449	5	7	132	234	22,247	26,326	73	103
MORE THAN 10 YEARS	8,452	7,751	1,076	2,963	124	87	264	378	173	178	0	1	2	2	10,092	11,360	67	94
AVERAGE YEARS	11.9	10.9	11.7	11.9	11.8	12.4	12.2	12.0	11.9	10.5	2.4	4.0	2.4	1.7	11.9	11.1	27.5	27.8
STATEWIDE AVERAGE YEARS	11.5																	

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18

**STATE OF MICHIGAN
STATEWIDE SEPARATIONS BY REASON
Third Quarter of FY 2021**

SEPARATION REASON	TOTAL	PERCENT OF SEPARATIONS
<i>INVOLUNTARY SEPARATIONS</i>		
Death	30	1.8%
Dismissal	83	4.9%
Expired Appointment	120	7.1%
Total Involuntary Separations	233	13.8%
<i>VOLUNTARY SEPARATIONS</i>		
Resigned Classified Employment	845	49.9%
Layoff/Leave of Absence Rights Expired	32	1.9%
Waived Rights Leave of Absence	69	4.1%
Settlement	1	0.1%
Total Voluntary Separations	947	55.9%
<i>RETIREMENT</i>		
Retirement	498	29.4%
Disability Retirement	6	0.4%
Deferred Retirement	10	0.6%
Total Retirements	514	30.3%
<i>UNDEFINED SEPARATIONS</i>		
Undefined Separations	0	0.0%
TOTAL SEPARATIONS	1,694	100.0%

Comment: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, and noncareer in primary positions only, except for the following noncareer appointments: STUDENT ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER. These positions represent approximately 94.0 percent of all noncareer appointments at this time.

STATE OF MICHIGAN
NEW HIRES, RETURNS, AND SEPARATIONS BY DEPARTMENT
March 21, 2021 Through June 26, 2021

DEPARTMENT	NUMBER OF HIRES AND RETURNS					NUMBER OF SEPARATIONS AND LAYOFFS						
	CAREER HIRES	NON CAREER HIRES	RECALLS	RETURNS FROM WAIVED RIGHTS LEAVES	TOTAL APPOINTMENTS	SEPARATIONS	SEASONAL LAYOFFS	RIF LAYOFFS	MED LAYOFFS	UNDEFINED LAYOFFS	TOTAL SEPARATIONS	NET TOTAL
AGRICULTURE & RURAL DEVELOPMENT	16	2	0	0	18	10	0	0	0	0	10	8
ATTORNEY GENERAL	18	0	0	0	18	18	0	0	0	0	18	0
AUDITOR GENERAL	5	3	0	0	8	3	0	0	0	0	3	5
CIVIL RIGHTS	4	0	0	0	4	2	0	0	0	0	2	2
CIVIL SERVICE COMMISSION	8	1	0	1	10	10	0	0	0	0	10	0
CORRECTIONS	244	0	1	0	245	420	0	0	0	0	420	-175
EDUCATION	8	0	0	0	8	15	0	0	0	0	15	-7
ENVIRONMENT, GREAT LAKES & ENERGY	70	4	0	0	74	23	0	0	0	0	23	51
EXECUTIVE OFFICE	7	0	0	0	7	2	0	0	0	0	2	5
INSURANCE AND FINANCIAL SERV	12	0	1	0	13	4	0	0	0	0	4	9
LABOR & ECONOMIC OPPORTUNITY	181	2	0	0	183	75	0	0	0	0	75	108
LICENSING AND REGULATORY AFF	36	11	0	0	47	11	0	0	0	0	11	36
MDHHS - COMMUNITY HEALTH	160	1	0	1	162	164	0	0	0	0	164	-2
MDHHS - HUMAN SERVICES	277	2	0	1	280	256	0	0	0	0	256	24
MILITARY & VETERAN AFFAIRS	58	6	2	2	68	32	1	0	0	0	33	35
NATURAL RESOURCES	65	1,289	94	0	1,448	94	0	0	0	0	94	1,354
STATE	28	0	0	0	28	30	0	0	0	0	30	-2
STATE POLICE	27	1	0	0	28	63	0	0	0	0	63	-35
TECHNOLOGY, MANAGEMENT & BUDGET	45	3	0	1	49	68	0	0	0	0	68	-19
TRANSPORTATION	64	181	6	0	251	153	0	0	0	0	153	98
TREASURY	34	9	0	0	43	44	0	0	0	0	44	-1
STATEWIDE TOTALS:	1,367	1,515	104	6	2,992	1,497	1	0	0	0	1,498	1,494

Comment: This report reflects active classified employees who were full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation for hires, rehires and returns. This report reflects waived rights, departure, and retirement for separations.

Source: Michigan Civil Service Commission HWF35

SECTION FOUR

EQUAL EMPLOYMENT OPPORTUNITY REPORT

Section Four provides information required by the federal Equal Employment Opportunity Commission, the Office of Federal Contract Compliance, and the state's Equal Employment Opportunity Plan. The state maintains and reports data on the race/ethnic groups, gender, and disability status of its workforce.

BREAKDOWNS

Race/Ethnic Group. State employees are identified by their race/ethnic status in the following federally-defined groups:

1. White
2. Black or African American
3. American Indian or Alaska Native
4. Hispanic or Latino
5. Asian
6. Native Hawaiian or Other Pacific Islander
7. Two or More Races

Disabled. Employees have been permitted to identify themselves as "disabled." There is no uniform or objective definition of "disabled." Identification as "disabled" does not imply that the employee meets the definition of "disabled" in Civil Service Rule 1-9 or state and federal discrimination statutes.

Gender. Each race/ethnic group is further broken down by gender of male or female.

Job Categories. The workforce data is broken down into eight broad job categories reported in the state's workforce analysis (EEO-4 Report). The job categories are the following:

1. Official/Administrator
2. Professional
3. Technician
4. Protective Services
5. Para-Professional
6. Administrative Support
7. Skilled Craft
8. Service/Maintenance

SECTION FIVE

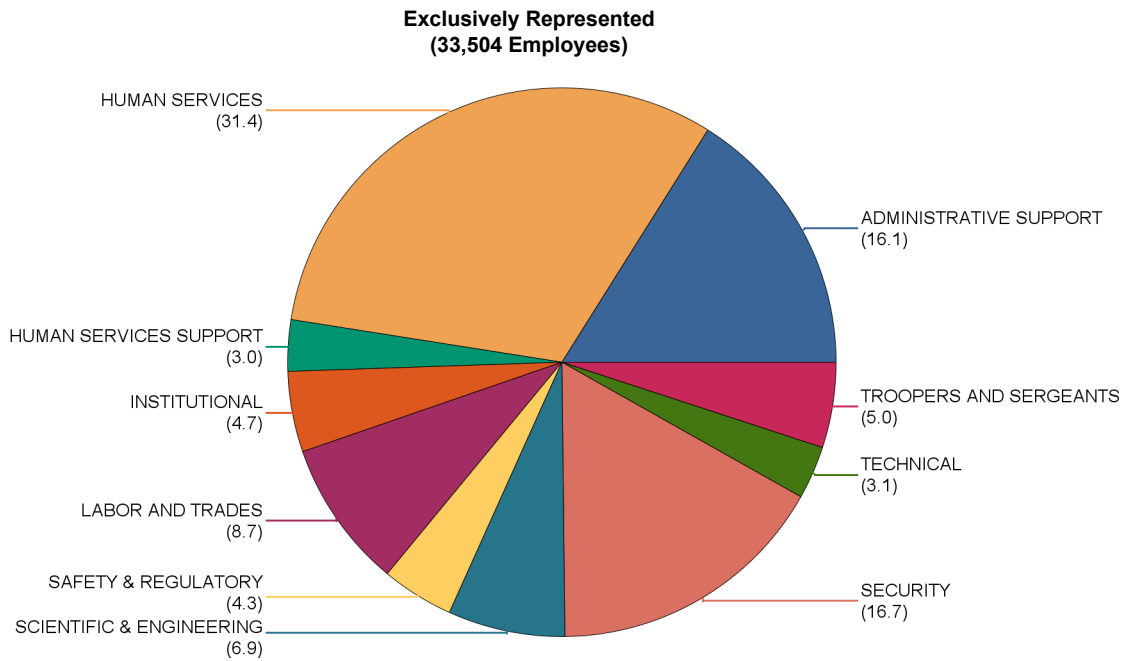
BARGAINING UNIT CHARACTERISTICS

STATE OF MICHIGAN

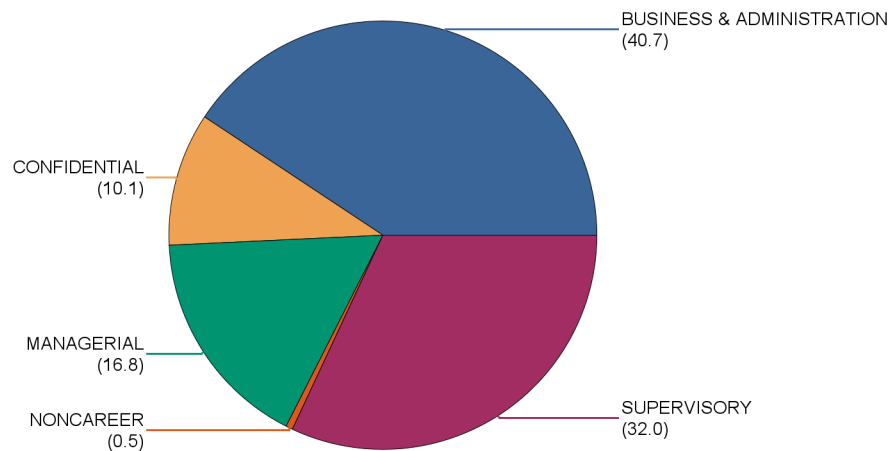
Graph 5-1

BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT BY BARGAINING UNIT

Fiscal Year 2020-21



Non-Exclusively Represented (15,069 Employees)



Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation, in primary positions only.

Of 48,573 classified employees, 69.0 percent were exclusively represented by one of six employee organizations.

Source: Michigan Civil Service Commission HWF44

STATE OF MICHIGAN

Table 5-1

ACTIVE EMPLOYEES PAYING UNION DUES BY BARGAINING UNIT

Pay End Date: June 26, 2021

			MSEA			UAW LOCAL 6000		MCO, SEIU LOCAL 526M		HSS, SEIU LOCAL 517M		S & E, SEIU LOCAL 517M		TECH, SEIU LOCAL 517M		MSPTA		AFSCME COUNCIL 25	
BARGAINING UNIT CODE/NAME			TOTAL EMPLOYEES	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT
A02	SAFETY & REGULATORY	1,428	745	52.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
A31	LABOR AND TRADES	2,924	1,039	35.5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
C12	SECURITY	5,584	0	0.0	0	0.0	4,817	86.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
E42	HUMAN SERVICES SUPPORT	1,012	0	0.0	0	0.0	0	0.0	680	67.2	0	0.0	0	0.0	0	0.0	0	0.0	
H21	SCIENTIFIC & ENGINEERING	2,312	0	0.0	0	0.0	0	0.0	0	0.0	1,481	64.1	0	0.0	0	0.0	0	0.0	
L32	TECHNICAL	1,048	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	510	48.7	0	0.0	0	0.0	
T01	TROOPERS AND SERGEANTS	1,686	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,587	94.1	0	0.0	
U11	INSTITUTIONAL	1,591	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,070	67.3	
W22	HUMAN SERVICES	10,537	0	0.0	7,917	75.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
W41	ADMINISTRATIVE SUPPORT	5,382	0	0.0	3,266	60.7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Y23	BUSINESS & ADMINISTRATION	6,132	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Y51	SUPERVISORY	4,815	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Y52	NONCAREER	78	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Y98	MANAGERIAL	2,529	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Y99	CONFIDENTIAL	1,515	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
EXCLUSIVELY REPRESENTED TOTAL			33,504	1,784	5.3	11,183	33.4	4,817	14.4	680	2.0	1,481	4.4	510	1.5	1,587	4.7	1,070	3.2
NON-EXCLUSIVELY REPRESENTED TOTAL			15,069	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
STATEWIDE TOTAL			48,573	1,784	3.7	11,183	23.0	4,817	9.9	680	1.4	1,481	3.0	510	1.0	1,587	3.3	1,070	2.2

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. The number and percentage under each union represents those paying member dues.

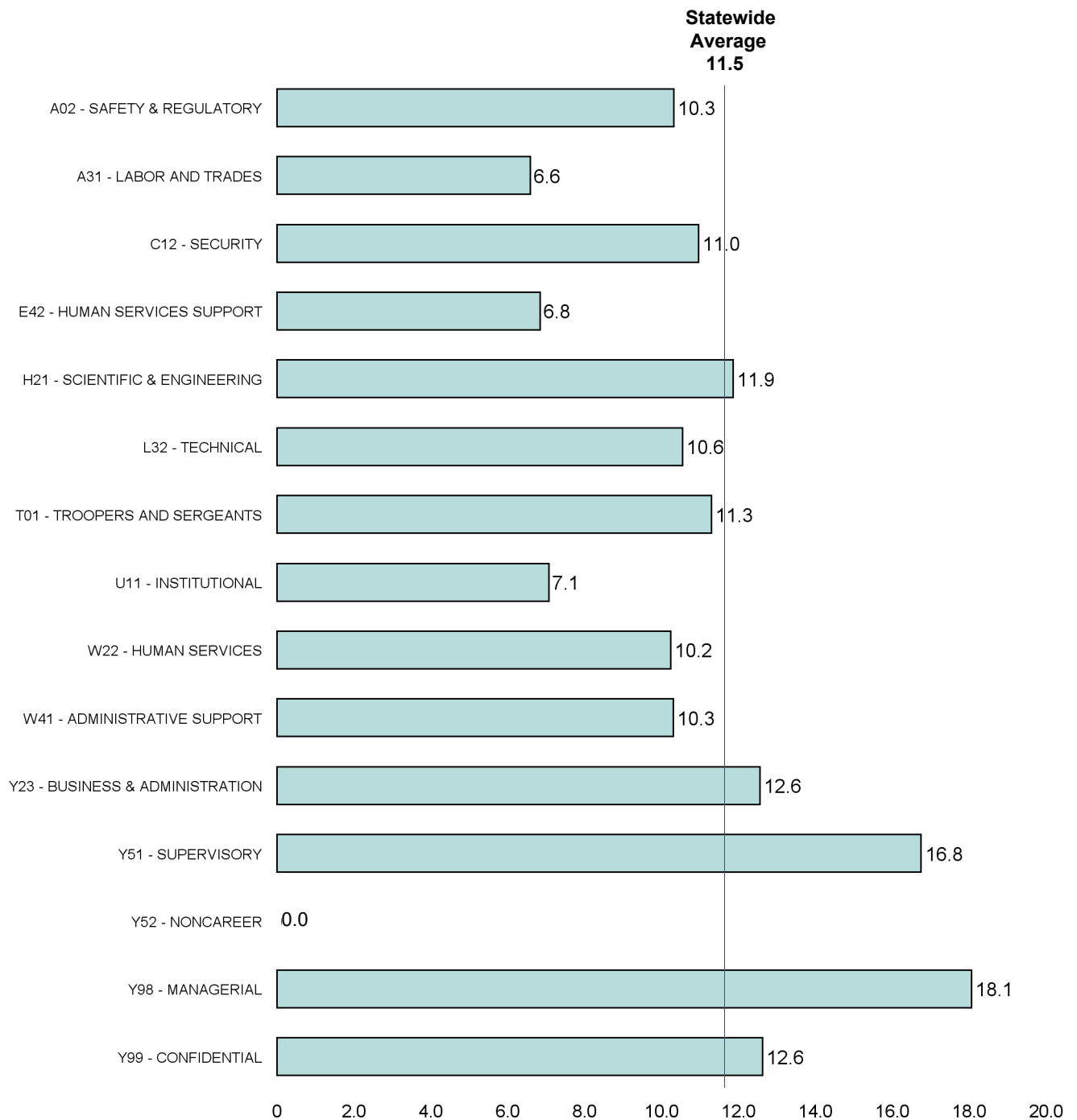
Source: Michigan Civil Service Commission HWF44

STATE OF MICHIGAN

Graph 5-2

AVERAGE YEARS OF SERVICE BY BARGAINING UNIT

Pay End Date: June 26, 2021



Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to an employee's classified continuous service hours, they are not subtracted.

STATE OF MICHIGAN

Table 5-2

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS

Pay End Date: June 26, 2021

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
A02 - SAFETY & REGULATORY																		
00 - 05 YEARS	369	113	30	10	4	7	7	1	0	2	0	0	4	0	414	133	0	0
06 - 10 YEARS	249	43	14	14	2	0	4	0	0	0	0	0	0	0	269	57	0	0
11 - 15 YEARS	97	32	8	23	0	0	2	0	0	0	0	0	0	0	107	55	0	0
16 - 20 YEARS	93	33	5	23	3	0	6	1	0	0	0	0	0	0	107	57	0	0
21 - 25 YEARS	89	29	4	9	2	1	5	0	0	0	0	0	0	0	100	39	1	0
26 - 30 YEARS	23	11	2	4	0	1	1	0	0	0	0	0	0	0	26	16	0	0
31 - 35 YEARS	22	7	5	3	0	0	0	1	1	0	0	0	0	0	28	11	0	1
36 - 40 YEARS	3	1	0	2	0	0	0	0	0	0	0	0	0	0	3	3	0	0
MORE THAN 40 YEARS	2	0	0	1	0	0	0	0	0	0	0	0	0	0	2	1	0	0
BARGAINING UNIT TOTAL	947	269	68	89	11	9	25	3	1	2	0	0	4	0	1,056	372	1	1
MORE THAN 10 YEARS	329	113	24	65	5	2	14	2	1	0	0	0	0	0	373	182	1	1
AVERAGE YEARS	9.8	10.4	9.9	15.5	10.7	8.0	13.1	17.7	35.0	4.0	0.0	0.0	1.8	0.0	9.9	11.6	24.0	31.0
BARGAINING UNIT AVERAGE YEARS																		
10.3																		

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to an employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

Table 5-2

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS

Pay End Date: June 26, 2021

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
A31 - LABOR AND TRADES																		
00 - 05 YEARS	1,210	532	30	16	20	5	15	5	1	3	0	0	9	5	1,285	566	1	1
06 - 10 YEARS	319	18	9	1	3	1	2	0	0	0	0	0	0	0	333	20	0	0
11 - 15 YEARS	140	6	6	1	3	0	4	0	0	0	0	0	0	0	153	7	0	0
16 - 20 YEARS	166	7	9	2	3	1	4	0	0	0	0	0	0	0	182	10	1	0
21 - 25 YEARS	199	11	14	1	3	0	3	0	0	0	0	0	0	0	219	12	0	0
26 - 30 YEARS	52	5	0	1	3	0	4	0	0	0	0	0	0	0	59	6	2	0
31 - 35 YEARS	29	1	7	1	1	0	0	1	0	0	0	0	0	0	37	3	1	1
36 - 40 YEARS	11	1	4	0	0	0	1	0	0	0	0	0	0	0	16	1	1	0
MORE THAN 40 YEARS	13	0	1	0	0	0	1	0	0	0	0	0	0	0	15	0	0	0
BARGAINING UNIT TOTAL	2,139	581	80	23	36	7	34	6	1	3	0	0	9	5	2,299	625	6	2
MORE THAN 10 YEARS	610	31	41	6	13	1	17	1	0	0	0	0	0	0	681	39	5	1
AVERAGE YEARS	7.7	1.5	13.4	6.0	9.3	3.6	12.5	5.5	4.0	0.0	0.0	0.0	1.0	1.0	7.9	1.7	24.3	16.5
BARGAINING UNIT AVERAGE YEARS																		
6.6																		

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to an employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

Table 5-2

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS

Pay End Date: June 26, 2021

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
C12 - SECURITY																		
00 - 05 YEARS	1,295	278	272	199	44	9	53	23	8	1	2	0	25	12	1,699	522	0	0
06 - 10 YEARS	655	86	112	47	18	2	34	3	4	1	0	0	0	0	823	139	0	0
11 - 15 YEARS	321	43	80	35	13	4	20	2	4	0	0	0	0	0	438	84	0	0
16 - 20 YEARS	340	64	48	41	7	2	6	5	2	1	0	0	0	0	403	113	2	1
21 - 25 YEARS	777	103	92	48	15	4	29	7	3	0	0	0	0	0	916	162	1	0
26 - 30 YEARS	183	17	11	5	2	0	2	2	1	0	0	0	0	0	199	24	1	0
31 - 35 YEARS	37	3	10	3	1	1	0	0	0	0	0	0	0	0	48	7	0	0
36 - 40 YEARS	2	0	2	0	0	0	0	0	0	0	0	0	0	0	4	0	0	0
MORE THAN 40 YEARS	1	0	2	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0
BARGAINING UNIT TOTAL	3,611	594	629	378	100	22	144	42	22	3	2	0	25	12	4,533	1,051	4	1
MORE THAN 10 YEARS	1,661	230	245	132	38	11	57	16	10	1	0	0	0	0	2,011	390	4	1
AVERAGE YEARS	11.7	9.9	9.8	8.8	9.8	11.7	10.1	9.5	10.3	8.7	0.5	0.0	1.4	1.2	11.3	9.5	21.3	18.0
BARGAINING UNIT AVERAGE YEARS	10.9																	

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to an employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

Table 5-2

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS

Pay End Date: June 26, 2021

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
E42 - HUMAN SERVICES SUPPORT																		
00 - 05 YEARS	69	215	28	249	0	1	4	26	1	7	0	1	4	22	106	521	0	1
06 - 10 YEARS	9	11	2	22	4	1	1	2	0	0	0	0	0	0	16	36	0	0
11 - 15 YEARS	19	45	8	39	1	0	3	4	0	1	0	0	0	0	31	89	1	0
16 - 20 YEARS	16	47	16	83	0	1	2	6	2	1	0	0	0	0	36	138	0	1
21 - 25 YEARS	3	5	2	4	0	0	0	1	0	0	0	0	0	0	5	10	0	0
26 - 30 YEARS	0	5	0	7	0	0	0	2	0	0	0	0	0	0	0	14	0	0
31 - 35 YEARS	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0	3	0	0
36 - 40 YEARS	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
MORE THAN 40 YEARS	0	2	0	4	0	0	0	0	0	0	0	0	0	0	0	6	0	1
BARGAINING UNIT TOTAL	116	330	56	412	5	3	10	41	3	9	0	1	4	22	194	818	1	3
MORE THAN 10 YEARS	38	104	26	141	1	1	5	13	2	2	0	0	0	0	72	261	1	2
AVERAGE YEARS	6.3	6.3	9.0	7.3	9.0	10.0	8.7	7.3	13.3	4.3	0.0	0.0	1.0	0.9	7.3	6.7	13.0	22.3
BARGAINING UNIT AVERAGE YEARS																		
6.8																		

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to an employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

Table 5-2

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS

Pay End Date: June 26, 2021

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
H21 - SCIENTIFIC & ENGINEERING																		
00 - 05 YEARS	450	359	9	10	0	3	10	5	19	23	0	1	5	2	493	403	0	0
06 - 10 YEARS	212	147	4	5	2	0	2	5	1	8	0	0	0	0	221	165	0	0
11 - 15 YEARS	115	89	2	2	0	0	1	0	2	3	0	0	0	0	120	94	0	0
16 - 20 YEARS	182	104	5	4	0	1	2	1	7	2	0	0	0	0	196	112	0	1
21 - 25 YEARS	148	60	0	1	1	0	3	0	4	7	0	0	1	0	157	68	1	1
26 - 30 YEARS	74	41	6	2	0	0	2	0	7	2	0	0	0	0	89	45	0	0
31 - 35 YEARS	68	31	4	3	1	0	3	0	2	1	0	0	0	0	78	35	0	0
36 - 40 YEARS	13	5	1	0	0	0	0	0	1	0	0	0	0	0	15	5	0	0
MORE THAN 40 YEARS	10	1	2	0	1	0	0	0	2	0	0	0	0	0	15	1	0	0
BARGAINING UNIT TOTAL	1,272	837	33	27	5	4	23	11	45	46	0	1	6	2	1,384	928	1	2
MORE THAN 10 YEARS	610	331	20	12	3	1	11	1	25	15	0	0	1	0	670	360	1	2
AVERAGE YEARS	12.7	10.5	17.9	12.2	22.6	6.3	13.4	5.8	15.1	9.4	0.0	0.0	5.8	2.0	12.9	10.4	25.0	21.0
BARGAINING UNIT AVERAGE YEARS																		
11.9																		

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to an employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

Table 5-2

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS

Pay End Date: June 26, 2021

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
L32 - TECHNICAL																		
00 - 05 YEARS	262	136	32	19	2	1	10	6	9	5	0	0	6	5	321	172	0	0
06 - 10 YEARS	78	31	5	4	0	0	0	2	0	0	0	0	0	0	83	37	0	0
11 - 15 YEARS	57	40	4	2	0	0	0	2	0	0	0	0	0	0	61	44	1	0
16 - 20 YEARS	77	26	0	0	1	0	3	0	3	1	0	0	0	0	84	27	0	0
21 - 25 YEARS	75	12	2	0	1	0	1	1	2	1	0	0	0	0	81	14	0	0
26 - 30 YEARS	35	9	3	0	1	0	2	0	1	1	0	0	0	0	42	10	1	0
31 - 35 YEARS	44	4	3	2	0	0	0	0	2	0	0	0	0	0	49	6	3	0
36 - 40 YEARS	5	0	4	1	0	0	0	0	0	0	0	0	0	0	9	1	0	0
MORE THAN 40 YEARS	2	3	0	1	0	0	1	0	0	0	0	0	0	0	3	4	1	1
BARGAINING UNIT TOTAL	635	261	53	29	5	1	17	11	17	8	0	0	6	5	733	315	6	1
MORE THAN 10 YEARS	295	94	16	6	3	0	7	3	8	3	0	0	0	0	329	106	6	1
AVERAGE YEARS	11.8	8.6	9.1	7.7	14.2	4.0	10.9	7.2	12.4	8.5	0.0	0.0	0.3	0.6	11.5	8.3	30.8	42.0
BARGAINING UNIT AVERAGE YEARS	10.5																	

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to an employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

Table 5-2

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS

Pay End Date: June 26, 2021

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
T01 - TROOPERS AND SERGEANTS																		
00 - 05 YEARS	495	62	42	8	6	0	13	2	4	1	0	0	12	0	572	73	0	0
06 - 10 YEARS	345	30	12	1	4	1	9	0	1	1	0	0	0	0	371	33	0	0
11 - 15 YEARS	83	4	5	0	0	0	2	0	1	0	0	0	0	0	91	4	0	0
16 - 20 YEARS	52	4	1	1	1	0	1	0	0	0	0	0	0	0	55	5	0	0
21 - 25 YEARS	286	21	9	1	4	0	6	0	1	0	0	0	0	0	306	22	0	0
26 - 30 YEARS	115	12	13	0	5	0	3	0	0	0	0	0	0	0	136	12	1	0
31 - 35 YEARS	4	1	0	0	0	0	0	0	0	0	0	0	0	0	4	1	0	0
36 - 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	1,381	134	82	11	20	1	34	2	7	2	0	0	12	0	1,536	150	1	0
MORE THAN 10 YEARS	541	42	28	2	10	0	12	0	2	0	0	0	0	0	593	44	1	0
AVERAGE YEARS	11.4	10.4	10.7	6.5	14.6	7.0	11.0	3.5	8.0	7.0	0.0	0.0	2.0	0.0	11.3	9.9	28.0	0.0
BARGAINING UNIT AVERAGE YEARS																		
11.2																		

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to an employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

Table 5-2

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS

Pay End Date: June 26, 2021

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
U11 - INSTITUTIONAL																		
00 - 05 YEARS	214	343	121	216	4	5	12	13	5	4	1	1	7	9	364	591	0	0
06 - 10 YEARS	57	85	39	50	0	2	6	3	1	2	0	0	0	0	103	142	0	0
11 - 15 YEARS	29	46	21	32	0	1	2	2	2	0	0	0	0	0	54	81	0	0
16 - 20 YEARS	35	49	13	39	0	0	3	2	1	1	0	0	0	0	52	91	0	0
21 - 25 YEARS	14	31	2	12	1	0	1	0	0	4	0	0	0	0	18	47	0	0
26 - 30 YEARS	9	15	1	6	0	0	0	1	0	0	0	0	0	0	10	22	0	0
31 - 35 YEARS	3	2	2	2	0	0	0	0	0	0	0	0	0	0	5	4	0	0
36 - 40 YEARS	1	1	0	1	0	0	0	0	0	0	0	0	0	0	1	2	0	0
MORE THAN 40 YEARS	2	0	1	1	0	0	0	0	0	0	0	0	0	0	3	1	0	0
BARGAINING UNIT TOTAL	364	572	200	359	5	8	24	21	9	11	1	1	7	9	610	981	0	0
MORE THAN 10 YEARS	93	144	40	93	1	1	6	5	3	5	0	0	0	0	143	248	0	0
AVERAGE YEARS	7.5	7.2	6.0	7.1	6.6	5.0	7.7	7.1	6.7	11.5	4.0	2.0	1.7	1.0	7.0	7.1	0.0	0.0
BARGAINING UNIT AVERAGE YEARS	7.1																	

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Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

Table 5-2

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS

Pay End Date: June 26, 2021

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
W22 - HUMAN SERVICES																		
00 - 05 YEARS	543	2,010	160	867	3	13	25	83	16	24	2	1	28	102	777	3,100	2	0
06 - 10 YEARS	428	1,222	130	593	9	15	18	48	9	14	0	0	1	0	595	1,892	0	4
11 - 15 YEARS	297	862	92	511	6	5	16	42	6	10	0	0	0	0	417	1,430	0	1
16 - 20 YEARS	139	323	39	199	1	2	6	16	0	3	0	0	0	1	185	544	1	2
21 - 25 YEARS	257	304	47	291	6	6	10	31	2	8	0	0	0	0	322	640	1	0
26 - 30 YEARS	117	152	21	88	0	1	4	21	1	6	0	0	0	0	143	268	2	5
31 - 35 YEARS	36	55	10	44	0	0	3	5	1	0	0	0	1	0	51	104	2	2
36 - 40 YEARS	8	10	4	15	0	0	0	0	0	1	0	0	0	0	12	26	1	1
MORE THAN 40 YEARS	8	9	2	11	0	1	0	0	0	0	0	0	0	0	10	21	1	0
BARGAINING UNIT TOTAL	1,833	4,947	505	2,619	25	43	82	246	35	66	2	1	30	103	2,512	8,025	10	15
MORE THAN 10 YEARS	862	1,715	215	1,159	13	15	39	115	10	28	0	0	1	1	1,140	3,033	8	11
AVERAGE YEARS	12.0	9.2	11.1	11.0	13.0	11.2	12.0	11.7	7.5	11.3	3.5	4.0	3.1	1.5	11.7	9.8	25.6	21.7
BARGAINING UNIT AVERAGE YEARS																		
10.2																		

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Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

Table 5-2

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS

Pay End Date: June 26, 2021

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
W41 - ADMINISTRATIVE SUPPORT																		
00 - 05 YEARS	340	1,405	65	342	4	18	21	84	9	16	0	2	5	39	444	1,906	0	0
06 - 10 YEARS	120	734	24	155	3	5	5	39	2	7	0	0	0	2	154	942	0	1
11 - 15 YEARS	67	367	17	96	0	3	0	19	0	3	0	0	0	0	84	488	0	2
16 - 20 YEARS	44	290	7	50	1	3	4	15	2	3	0	0	0	0	58	361	0	1
21 - 25 YEARS	39	320	8	88	2	6	3	21	0	6	0	0	0	0	52	441	0	3
26 - 30 YEARS	8	104	5	29	0	3	2	3	0	0	0	0	0	0	15	139	1	5
31 - 35 YEARS	12	93	4	42	0	0	2	12	1	4	0	0	0	0	19	151	3	13
36 - 40 YEARS	1	32	1	15	0	0	0	2	0	0	0	0	0	0	2	49	1	3
MORE THAN 40 YEARS	1	51	0	21	0	0	1	2	0	1	0	0	0	0	2	75	1	2
BARGAINING UNIT TOTAL	632	3,396	131	838	10	38	38	197	14	40	0	2	5	41	830	4,552	6	30
MORE THAN 10 YEARS	172	1,257	42	341	3	15	12	74	3	17	0	0	0	0	232	1,704	6	29
AVERAGE YEARS	7.8	10.5	9.0	11.7	9.3	10.6	10.5	10.8	7.4	12.7	0.0	1.5	2.0	2.2	8.0	10.7	34.0	29.2
BARGAINING UNIT AVERAGE YEARS																		
10.3																		

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Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

Table 5-2

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS

Pay End Date: June 26, 2021

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y23 - BUSINESS & ADMINISTRATION																		
00 - 05 YEARS	675	708	39	91	4	4	18	27	38	76	0	0	13	9	787	915	1	1
06 - 10 YEARS	581	602	47	120	3	6	25	23	31	48	0	0	1	1	688	800	1	0
11 - 15 YEARS	290	454	33	80	0	4	3	18	22	31	0	0	0	1	348	588	0	0
16 - 20 YEARS	196	336	28	84	1	3	4	11	24	13	0	1.0	0	0	253	448	1	1
21 - 25 YEARS	255	294	21	77	0	2	7	16	8	6	0	0	0	0	291	395	3	1
26 - 30 YEARS	82	103	12	26	0	4	2	3	5	3	0	0	0	0	101	139	2	6
31 - 35 YEARS	64	103	13	42	0	1	6	14	3	4	0	0	0	0	86	164	4	11
36 - 40 YEARS	6	23	4	6	0	0	2	2	2	0	0	0	0	0	14	31	1	0
MORE THAN 40 YEARS	17	47	5	10	0	0	0	4	0	1	0	0	0	0	22	62	0	1
BARGAINING UNIT TOTAL	2,166	2,670	202	536	8	24	67	118	133	182	0	1	14	11	2,590	3,542	13	21
MORE THAN 10 YEARS	910	1,360	116	325	1	14	24	68	64	58	0	1	0	1	1,115	1,827	11	20
AVERAGE YEARS	11.4	12.9	15.2	15.4	6.3	14.1	12.6	15.8	11.6	8.9	0.0	19.0	3.1	3.9	11.7	13.2	24.7	29.3
BARGAINING UNIT AVERAGE YEARS																		
12.5																		

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Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

Table 5-2

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS

Pay End Date: June 26, 2021

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y51 - SUPERVISORY																		
00 - 05 YEARS	232	216	24	72	6	0	9	6	10	2	0	0	1	8	282	304	1	0
06 - 10 YEARS	335	335	47	90	11	2	13	17	7	13	0	0	2	0	415	457	0	0
11 - 15 YEARS	277	324	44	113	5	2	7	10	5	8	0	0	0	0	338	457	0	0
16 - 20 YEARS	306	314	31	96	6	3	8	12	6	3	0	0	0	0	357	428	2	1
21 - 25 YEARS	483	263	39	133	9	3	9	5	10	5	0	0	0	0	550	409	0	0
26 - 30 YEARS	203	122	24	43	4	4	6	5	2	3	0	0	0	0	239	177	2	4
31 - 35 YEARS	122	63	24	38	3	3	8	3	3	2	0	0	0	0	160	109	2	1
36 - 40 YEARS	26	14	8	17	1	1	1	0	1	0	0	0	0	0	37	32	4	0
MORE THAN 40 YEARS	25	17	6	13	0	0	2	1	0	0	0	0	0	0	33	31	3	2
BARGAINING UNIT TOTAL	2,009	1,668	247	615	45	18	63	59	44	36	0	0	3	8	2,411	2,404	14	8
MORE THAN 10 YEARS	1,442	1,117	176	453	28	16	41	36	27	21	0	0	0	0	1,714	1,643	13	8
AVERAGE YEARS	17.5	15.5	18.1	17.6	16.0	23.2	17.6	15.5	15.3	14.4	0.0	0.0	5.3	2.3	17.5	16.0	32.4	29.9
BARGAINING UNIT AVERAGE YEARS	16.8																	

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Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

Table 5-2

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS Pay End Date: June 26, 2021

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y52 - NONCAREER																		
00 - 05 YEARS	26	34	5	3	0	0	0	3	2	1	0	0	1	3	34	44	0	0
06 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11 - 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	26	34	5	3	0	0	0	3	2	1	0	0	1	3	34	44	0	0
MORE THAN 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AVERAGE YEARS	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
BARGAINING UNIT AVERAGE YEARS	0.0																	

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STATE OF MICHIGAN

Table 5-2

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS

Pay End Date: June 26, 2021

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y98 - MANAGERIAL																		
00 - 05 YEARS	149	161	9	26	0	0	1	3	6	3	0	0	1	5	166	198	0	0
06 - 10 YEARS	148	146	6	14	1	0	5	3	3	2	0	0	0	0	163	165	0	0
11 - 15 YEARS	134	152	7	17	0	1	3	4	5	4	0	0	0	0	149	178	2	1
16 - 20 YEARS	173	196	16	19	1	0	3	3	5	9	0	0	0	0	198	227	0	0
21 - 25 YEARS	209	182	12	34	0	0	1	4	3	2	0	0	0	0	225	222	1	0
26 - 30 YEARS	167	100	14	19	1	2	2	5	1	2	0	0	0	0	185	128	1	3
31 - 35 YEARS	92	93	13	24	3	1	3	3	2	2	0	0	0	0	113	123	2	6
36 - 40 YEARS	19	13	4	6	0	0	1	0	1	1	0	0	0	0	25	20	0	0
MORE THAN 40 YEARS	13	12	7	10	0	0	2	0	0	0	0	0	0	0	22	22	1	0
BARGAINING UNIT TOTAL	1,104	1,055	88	169	6	4	21	25	26	25	0	0	1	5	1,246	1,283	7	10
MORE THAN 10 YEARS	807	748	73	129	5	4	15	19	17	20	0	0	0	0	917	920	7	10
AVERAGE YEARS	18.3	17.2	22.4	20.4	25.8	25.5	20.8	18.3	15.2	17.6	0.0	0.0	2.0	2.4	18.5	17.6	26.4	29.4
BARGAINING UNIT AVERAGE YEARS	18.1																	

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Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

Table 5-2

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS

Pay End Date: June 26, 2021

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y99 - CONFIDENTIAL																		
00 - 05 YEARS	84	322	14	42	1	3	4	23	3	5	0	0	4	7	110	402	0	1
06 - 10 YEARS	60	188	5	32	0	1	2	7	0	2	0	0	0	1	67	231	0	0
11 - 15 YEARS	22	144	2	20	0	0	0	4	0	3	0	0	1	0	25	171	1	1
16 - 20 YEARS	18	99	5	17	0	1	1	7	0	0	0	0	0	0	24	124	0	0
21 - 25 YEARS	24	114	2	22	0	3	2	1	0	3	0	0	0	0	28	143	0	0
26 - 30 YEARS	7	36	2	14	0	1	0	1	1	2	0	0	0	0	10	54	0	1
31 - 35 YEARS	7	44	3	16	0	0	1	9	0	0	0	0	0	0	11	69	1	2
36 - 40 YEARS	2	6	0	1	0	0	0	1	0	0	0	0	0	0	2	8	1	0
MORE THAN 40 YEARS	2	22	0	9	0	1	0	2	0	0	0	0	0	0	2	34	0	4
BARGAINING UNIT TOTAL	226	975	33	173	1	10	10	55	4	15	0	0	5	8	279	1,236	3	9
MORE THAN 10 YEARS	82	465	14	99	0	6	4	25	1	8	0	0	1	0	102	603	3	8
AVERAGE YEARS	10.8	12.5	12.1	16.0	3.0	17.2	12.1	13.7	7.0	12.4	0.0	0.0	4.0	2.0	10.8	13.0	27.7	31.6
BARGAINING UNIT AVERAGE YEARS	12.6																	

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to an employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

Table 5-2

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS

Pay End Date: June 26, 2021

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATEWIDE TOTALS																		
00 - 05 YEARS	6,413	6,894	880	2,170	98	69	202	310	131	173	5	6	125	228	7,854	9,850	5	4
06 -10 YEARS	3,596	3,678	456	1,148	60	36	126	152	59	98	0	0	4	4	4,301	5,116	1	5
11 - 15 YEARS	1,948	2,608	329	971	28	20	63	107	47	63	0	0	1	1	2,416	3,770	5	5
16 - 20 YEARS	1,837	1,892	223	658	25	17	53	79	52	37	0	1	0	1	2,190	2,685	7	8
21 - 25 YEARS	2,858	1,749	254	721	44	25	80	87	33	42	0	0	1	0	3,270	2,624	8	5
26 - 30 YEARS	1,075	732	114	244	16	16	30	43	19	19	0	0	0	0	1,254	1,054	13	24
31 - 35 YEARS	540	500	98	223	9	6	26	48	15	13	0	0	1	0	689	790	18	37
36 - 40 YEARS	98	106	32	65	1	1	5	5	5	2	0	0	0	0	141	179	9	4
MORE THAN 40 YEARS	96	164	26	81	1	2	7	9	2	2	0	0	0	0	132	258	7	11
STATEWIDE TOTAL	18,461	18,323	2,412	6,281	282	192	592	840	363	449	5	7	132	234	22,247	26,326	73	103
MORE THAN 10 YEARS	8,452	7,751	1,076	2,963	124	87	264	378	173	178	0	1	3	2	10,092	11,360	67	94
AVERAGE YEARS	11.9	10.9	11.7	11.9	11.8	12.4	12.2	12.0	11.9	10.5	2.4	4.0	2.4	1.7	11.9	11.1	27.5	27.8
STATEWIDE AVERAGE YEARS			11.5															

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to an employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN

Table 5-3

AVERAGE AGE, AVERAGE PAY RATE, AND LONGEVITY ANALYSIS BY BARGAINING UNIT

Pay End Date: June 26, 2021

BARGAINING UNIT CODE/NAME	Number of Employees	Percent of Classified Employees	Average Age	Average Pay Rate	Count of Employees Eligible for Longevity	Percent of Bargaining Unit Eligible for Longevity
A02 - SAFETY & REGULATORY	1,428	2.9 %	43.5	\$28.33	857	60.0 %
A31 - LABOR AND TRADES	2,924	6.0 %	43.5	\$19.87	1,053	36.0 %
C12 - SECURITY	5,584	11.5 %	41.1	\$26.25	3,389	60.7 %
E42 - HUMAN SERVICES SUPPORT	1,012	2.1 %	46.6	\$26.17	392	38.7 %
H21 - SCIENTIFIC & ENGINEERING	2,312	4.8 %	43.3	\$36.81	1,432	61.9 %
L32 - TECHNICAL	1,048	2.2 %	41.3	\$25.88	547	52.2 %
T01 - TROOPERS AND SERGEANTS	1,686	3.5 %	37.2	\$33.45	1,099	65.2 %
U11 - INSTITUTIONAL	1,591	3.3 %	44.3	\$22.72	620	39.0 %
W22 - HUMAN SERVICES	10,537	21.7 %	43.9	\$30.14	6,489	61.6 %
W41 - ADMINISTRATIVE SUPPORT	5,382	11.1 %	46.2	\$24.02	2,944	54.7 %
Y23 - BUSINESS & ADMINISTRATION	6,132	12.6 %	46.1	\$36.41	4,342	70.8 %
Y51 - SUPERVISORY	4,815	9.9 %	48.4	\$38.75	4,207	87.4 %
Y52 - NONCAREER	78	0.2 %	25.3	\$15.93	0	0.0 %
Y98 - MANAGERIAL	2,529	5.2 %	50.3	\$55.92	2,158	85.3 %
Y99 - CONFIDENTIAL	1,515	3.1 %	46.7	\$32.42	976	64.4 %
STATEWIDE TOTAL	48,573	100.0 %	44.7	\$31.39	30,505	62.8 %

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Noncareer positions are not eligible for longevity and are therefore not included in those counts.

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES
ENROLLED IN STATE SPONSORED INSURANCE PLANS BY BARGAINING UNIT

Pay End Date: June 26, 2021

Bargaining Unit Code/Name	Total Employees Enrolled	Health Insurance							Dental Insurance				
		State Sponsored Health	%	HMO	%	Catastrophic Health	%	COPS Trust	%	State Sponsored Dental	%	Preventive Dental	
A02 SAFETY & REGULATORY	1,408	686	49 %	486	35 %	17	1 %	0	0 %	1,249	89 %	7	0 %
A31 LABOR AND TRADES	1,646	776	47 %	652	40 %	14	1 %	0	0 %	1,496	91 %	5	0 %
C12 SECURITY	5,584	3,176	57 %	1,984	36 %	8	0 %	0	0 %	5,290	95 %	18	0 %
E42 HUMAN SERVICES SUPPORT	1,012	453	45 %	391	39 %	8	1 %	0	0 %	906	90 %	9	1 %
H21 SCIENTIFIC & ENGINEERING	2,306	871	38 %	1,127	49 %	15	1 %	0	0 %	2,129	92 %	11	0 %
L32 TECHNICAL	856	354	41 %	391	46 %	7	1 %	0	0 %	780	91 %	5	1 %
T01 TROOPERS AND SERGEANTS	1,686	375	22 %	212	13 %	7	0 %	993	59 %	1,620	96 %	3	0 %
U11 INSTITUTIONAL	1,585	759	48 %	653	41 %	4	0 %	0	0 %	1,444	91 %	8	1 %
W22 HUMAN SERVICES	10,460	4,228	40 %	5,189	50 %	48	0 %	0	0 %	9,803	94 %	27	0 %
W41 ADMINISTRATIVE SUPPORT	5,217	1,740	33 %	2,857	55 %	26	0 %	0	0 %	4,807	92 %	18	0 %
Y23 BUSINESS & ADMINISTRATION	6,130	1,917	31 %	3,473	57 %	44	1 %	0	0 %	5,653	92 %	19	0 %
Y51 SUPERVISORY	4,814	2,072	43 %	2,330	48 %	25	1 %	1	0 %	4,557	95 %	12	0 %
Y52 NONCAREER	2	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Y98 MANAGERIAL	2,529	930	37 %	1,373	54 %	21	1 %	0	0 %	2,403	95 %	3	0 %
Y99 CONFIDENTIAL	1,498	410	27 %	873	58 %	7	0 %	0	0 %	1,367	91 %	4	0 %
STATEWIDE TOTALS:	46,733	18,747	40 %	21,991	47 %	251	1 %	994	2 %	43,504	93 %	149	0 %

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, or on workers' compensation in primary positions only. Total employees enrolled does not reflect employees enrolled as a spouse or dependent on another employee's benefits.

Source: Michigan Civil Service Commission HWF48

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES
ENROLLED IN STATE SPONSORED INSURANCE PLANS BY BARGAINING UNIT

Pay End Date: June 26, 2021

		Total Employees Enrolled	Vision Insurance		Disability Insurance				Life Insurance					
			State Sponsored Vision	%	CMI	%	Reliance	%	Minnesota Life	%	Minnesota Life Reduced	%	Prudential	%
Bargaining Unit Code/Name														
A02	SAFETY & REGULATORY	1,408	1,260	89 %	1,104	78 %	61	4 %	1,335	95 %	64	5 %	57	4 %
A31	LABOR AND TRADES	1,646	1,509	92 %	1,399	85 %	1	0 %	1,588	96 %	51	3 %	5	0 %
C12	SECURITY	5,584	5,326	95 %	4,922	88 %	0	0 %	5,299	95 %	232	4 %	0	0 %
E42	HUMAN SERVICES SUPPORT	1,012	926	92 %	627	62 %	0	0 %	940	93 %	71	7 %	0	0 %
H21	SCIENTIFIC & ENGINEERING	2,306	2,154	93 %	1,772	77 %	37	2 %	2,121	92 %	173	8 %	12	1 %
L32	TECHNICAL	856	798	93 %	666	78 %	19	2 %	804	94 %	50	6 %	5	1 %
T01	TROOPERS AND SERGEANTS	1,686	1,631	97 %	1,661	99 %	801	48 %	1,619	96 %	50	3 %	723	43 %
U11	INSTITUTIONAL	1,585	1,453	92 %	1,261	80 %	2	0 %	1,513	95 %	62	4 %	0	0 %
W22	HUMAN SERVICES	10,460	9,853	94 %	8,788	84 %	0	0 %	9,876	94 %	548	5 %	0	0 %
W41	ADMINISTRATIVE SUPPORT	5,217	4,841	93 %	4,048	78 %	107	2 %	4,940	95 %	258	5 %	43	1 %
Y23	BUSINESS & ADMINISTRATION	6,130	5,705	93 %	4,849	79 %	92	2 %	5,780	94 %	335	5 %	48	1 %
Y51	SUPERVISORY	4,814	4,574	95 %	4,403	91 %	141	3 %	4,640	96 %	162	3 %	108	2 %
Y52	NONCAREER	2	0	0 %	0	0 %	0	0 %	2	100 %	0	0 %	0	0 %
Y98	MANAGERIAL	2,529	2,416	96 %	2,189	87 %	86	3 %	2,431	96 %	92	4 %	80	3 %
Y99	CONFIDENTIAL	1,498	1,386	93 %	1,234	82 %	16	1 %	1,422	95 %	70	5 %	7	0 %
STATEWIDE TOTALS:		46,733	43,832	94 %	38,923	83 %	1,363	3 %	44,310	95 %	2,218	5 %	1,088	2 %

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, or on workers' compensation in primary positions only. Total employees enrolled does not reflect employees enrolled as a spouse or dependent on another employee's benefits.

Source: Michigan Civil Service Commission HWF48

STATE OF MICHIGAN
BARGAINING UNIT ANALYSIS BY DEPARTMENT
Pay End Date: June 26, 2021

Table 5-9

EXCLUSIVELY REPRESENTED EMPLOYEES

Department	No. of Employees	A02 Safety & Regulatory	A31 Labor & Trades	C12 Security	E42 Human Services Support	H21 Scientific & Engineering	L32 Technical	T01 Troopers and Sergeants	U11 Institutional	W22 Human Services	W41 Administrative Support	Total Exclusively Represented
AGRICULTURE AND RURAL DVLPMNT	472	24	11	0	0	245	16	0	0	1	49	346
ATTORNEY GENERAL	523	41	1	0	0	0	0	0	0	0	84	126
AUDITOR GENERAL	159	0	1	0	0	0	0	0	0	0	0	1
CIVIL RIGHTS	84	0	0	0	0	0	0	0	0	34	14	48
CIVIL SERVICE COMMISSION	433	0	0	0	0	0	0	0	0	0	0	0
CORRECTIONS	11,028	9	429	5,354	0	5	79	0	359	2,219	799	9,253
EDUCATION	504	0	1	0	2	0	5	0	16	168	63	255
ENVIRONMENT, GREAT LAKES & ENERGY	1,264	6	1	0	0	778	56	0	0	1	127	969
EXECUTIVE OFFICE	76	0	0	0	0	0	0	0	0	0	0	0
INSURANCE AND FINANCIAL SERV	334	0	0	0	0	0	0	0	0	0	32	32
LABOR & ECONOMIC OPPORTUNITY	2,713	97	20	0	979	59	12	0	23	385	283	1,858
LICENSING & REGULATORY AFFAIRS	1,577	209	7	0	0	68	0	0	0	277	305	866
MDHHS - COMMUNITY HEALTH	3,650	46	61	230	0	133	39	0	872	447	375	2,203
MDHHS - HUMAN SERVICES	10,420	155	21	0	31	3	2	0	55	6,867	990	8,124
MILITARY & VETERAN AFFAIRS	777	24	189	0	0	35	16	0	254	40	57	615
NATURAL RESOURCES	3,048	587	1,307	0	0	248	155	0	6	93	183	2,579
STATE	1,300	14	17	0	0	0	1	0	0	0	819	851
STATE POLICE	2,957	147	11	0	0	134	55	1,686	6	2	260	2,301
TECHNOLOGY, MANAGEMENT & BUDGET	2,829	0	246	0	0	39	63	0	0	0	245	593
TRANSPORTATION	2,810	62	597	0	0	564	549	0	0	3	234	2,009
TREASURY	1,615	7	4	0	0	1	0	0	0	0	463	475
Grand Total:	48,573	1,428	2,924	5,584	1,012	2,312	1,048	1,686	1,591	10,537	5,382	33,504

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only.

Source: Michigan Civil Service Commission HWF05

STATE OF MICHIGAN
BARGAINING UNIT ANALYSIS BY DEPARTMENT
Pay End Date: June 26, 2021

Table 5-10

NON-EXCLUSIVELY REPRESENTED EMPLOYEES

Department	No. of Employees	Y23 Business & Administrative	Y99 Confidential	Y98 Managerial	Y52 Non- Career	Y00/Y50 Pending Assignment	Y51 Supervisory	Total Non- Exclusively Represented
AGRICULTURE AND RURAL DVLPMT	472	45	9	25	2	0	45	126
ATTORNEY GENERAL	523	15	45	332	0	0	5	397
AUDITOR GENERAL	159	1	90	44	5	0	18	158
CIVIL RIGHTS	84	3	16	10	0	0	7	36
CIVIL SERVICE COMMISSION	433	0	370	56	1	0	6	433
CORRECTIONS	11,028	241	116	126	2	0	1,290	1,775
EDUCATION	504	130	19	55	1	0	44	249
ENVIRONMENT, GREAT LAKES & ENERGY	1,264	82	14	81	8	0	110	295
EXECUTIVE OFFICE	76	0	75	1	0	0	0	76
INSURANCE AND FINANCIAL SERV	334	184	21	30	3	0	64	302
LABOR & ECONOMIC OPPORTUNITY	2,713	491	42	193	4	0	125	855
LICENSING & REGULATORY AFFAIRS	1,577	443	54	160	4	0	50	711
MDHHS - COMMUNITY HEALTH	3,650	668	99	275	4	0	401	1,447
MDHHS - HUMAN SERVICES	10,420	682	180	208	1	0	1,225	2,296
MILITARY & VETERAN AFFAIRS	777	49	10	35	0	0	68	162
NATURAL RESOURCES	3,048	130	20	85	2	0	232	469
STATE	1,300	140	52	52	0	0	205	449
STATE POLICE	2,957	234	40	143	1	0	238	656
TECHNOLOGY, MANAGEMENT & BUDGET	2,829	1,586	105	298	24	0	223	2,236
TRANSPORTATION	2,810	255	99	137	1	0	309	801
TREASURY	1,615	753	39	183	15	0	150	1,140
Grand Total:	48,573	6,132	1,515	2,529	78	0	4,815	15,069

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only.

Source: Michigan Civil Service Commission HWF06

GLOSSARY

GLOSSARY

American Indian or Alaska Native (Not Hispanic or Latino). Persons having origins in any of the original peoples of North and South America (including Central America), and who maintain tribal affiliation or community attachment. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

Asian (Not Hispanic or Latino). Persons having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

Average. The figure obtained by dividing the total of a set of data by the number of figures in the set of data. In this report, average is used synonymously with mean.

Black or African American (Not Hispanic or Latino). Persons having origins in any of the black racial groups of Africa. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

Career Appointment. An indefinite appointment or limited-term appointment expected to last the equivalent of 90 full-time workdays or more in a calendar year.

Classified Employees. Employees of the State of Michigan over which the Civil Service Commission has jurisdiction pursuant to the State Constitution.

Classified Service. The Michigan State classified civil service.

Compensation. Pay and benefits received by an employee for work performed.

Employee Status Code Descriptions (active employees):

- AA:** Full-time (Classified)
- AB:** Part-time (Classified)
- AC:** Permanent-Intermittent (Classified)
- AD:** Limited-Term (Classified)
- AE:** Seasonal (Classified)
- AF:** Unclassified
- AP:** Workers Compensation
- AQ:** Noncareer/Per Diem
- AR:** Special Personal Services (Not Classified)

Fiscal Year. October 1 of a given year through September 30 of the next year. Before fiscal year 1975-76, the fiscal year was July 1 to June 30. Transition fiscal year 1975-76 was 15 months long.

Full-Time Employees. Employees scheduled to work 80 hours biweekly.

Hispanic or Latino. Persons of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

HRMN. Human Resources Management Network (HRMN) is the integrated network delivering payroll, human resources, and employee benefits functionality and data exchange among agencies and third parties. Stage I of HRMN implementation in March 2001 replaced PPRISM.

Indefinite Appointment. A career appointment with no fixed ending date at the time of appointment.

Job Category. Eight standard job categories from the Federal Equal Employment Opportunity Commission, used by state and local governments in reporting statistics to the federal government. These are as follows:

01: Officials and Administrators. Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, or direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district or area basis. Includes: department heads; bureau chiefs; division chiefs; directors; deputy directors; controllers; wardens; superintendents; sheriffs; police and fire chiefs and inspectors; examiners (bank, hearing, motor vehicle, warehouse); inspectors (construction, building, safety, rent-and-housing, fire, A.B.C. Board, license, dairy, livestock, transportation); assessors; tax appraisers and investigators; coroners; farm managers; and kindred workers.

02: Professionals. Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge. Includes: personnel and labor relations workers, social workers, doctors, psychologists, registered nurses, economists, dietitians, lawyers, systems analysts, accountants, engineers, employment and vocational rehabilitation counselors, teachers or instructors, police and fire captains and lieutenants, librarians, management analysts, airplane pilots and navigators, surveyors and mapping scientists, and kindred workers.

03: Technicians. Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training. Includes: computer programmers; drafters; survey and mapping technicians; licensed practical nurses; photographers; radio operators; technical illustrators; highway technicians; technicians (medical, dental, electronic, physical sciences); police and fire sergeants; inspectors (production or processing inspectors, testers and weighers); and kindred workers.

04: Protective Service Workers. Occupations in which workers are entrusted with public safety, security, and protection from destructive forces. Includes: police patrol officers, fire fighters, guards, deputy sheriffs, bailiffs, correctional officers, detectives, marshals, harbor patrol officers, game and fish wardens, park rangers (except maintenance), and kindred workers.

05: Paraprofessionals. Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a "New Careers" concept. Included: research assistants, medical aids, child support workers, policy auxiliary welfare service aids, recreation assistants, homemakers aides, home health aides, library assistants and clerks, ambulance drivers and attendants, and kindred workers.

06: Office and Clerical. Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information, and other paperwork required in an office. Includes: bookkeepers, messengers, clerk-typists, stenographers, court transcribers, hearing reporters, statistical clerks, dispatchers, license distributors, payroll clerks, office machine and computer operators, telephone operators, legal assistants, sales workers, cashiers, toll collectors, and kindred workers.

07: Skilled Craft Workers. Occupations in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the processes involved in the work which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Includes: mechanics and repairers, electricians, heavy equipment operators, stationary engineers, skilled machining occupations, carpenters, compositors and typesetters, power plant operators, water and sewage treatment plant operators, and kindred workers.

08: Service/Maintenance Workers. Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property. Workers in this group may operate machinery. Includes: chauffeurs, laundry and dry cleaning operatives, truck drivers, bus drivers, garage laborers, custodial employees, gardeners and groundskeepers, refuse collectors, construction laborers, park rangers (maintenance), farm workers (except managers), craft apprentices/trainees/helpers, and kindred workers.

Job-Share Employees. Employees scheduled to share a portion of an 80-hour biweekly schedule with one or more other positions that in aggregate perform the duties of a single full-time position.

Limited-Term Employees. Employees hired with a fixed appointment expiration date. These employees are entitled to fringe benefits providing they meet specified eligibility requirements.

MAIN (Michigan Administrative Information Network). Established in 1992 to develop, implement, and operate a fully integrated, automated administrative management information system for the State of Michigan.

Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino). Persons having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

Noncareer Employees. Employees hired on a noncareer basis to work 719 hours or less in a calendar year. These employees are not entitled to fringe benefits.

Permanent-Intermittent Employees. Employees scheduled to work on an on-call or periodic basis due to demand and workflow. These employees may work an hourly or full-time schedule within an 80-hour biweekly pay period.

Position. A classified job identified by its respective duties and responsibilities.

Primary Position. The level one position in HRMN which determines the employee's status and benefits eligibility.

Principal Department. One of not more than 20 executive branch departments provided for by article 5, section 2, of the Michigan Constitution.

Process Level. A HRMN term that represents principal department, autonomous entity, or agency of convenience.

Seasonal Employees. Employees scheduled to work according to seasonal department work schedules. These employees may work 80 hours biweekly during certain periods of the year.

Special Personal Services Employees. Contractors who are employees of state agencies and who are not classified, exempt, or excepted.

Two or More Races (Not Hispanic or Latino) – Persons who identify with more than one of the six races. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

Unclassified Employees. Employees working in positions exempted or excepted from the classified service pursuant to the State Constitution (e.g., elected officials, heads of principal departments, members of boards and commissions, employees of the legislature, employees of courts of record, etc.).

Unit Designations. A combination of union and unit codes is assigned to each classified position. The union code identifies the employee organization that by election process has won recognition as the exclusive bargaining agent for the unit. The unit code represents a particular grouping of job classifications having related duties as established by the definition of the unit. Generally, most positions in a class will have the same unit code. However, the nature of some positions will require their exclusion from the unit. In instances where this exclusion occurs, secondary class codes have been established to accommodate those positions excluded from the unit. Following are definitions of Union and Unit Codes:

Union Codes

- A** Michigan State Employees Association (MSEA)
- C** Michigan Corrections Organization (MCO)
- E** Michigan Public Employees (MPE), SEIU Local 517M
- H** Michigan Public Employees (MPE), SEIU Local 517M
- L** Michigan Public Employees (MPE), SEIU Local 517M
- T** Michigan State Police Troopers Association (MSPTA)
- U** American Federation of State, County, and Municipal Employees, Council 25, AFL-CIO (AFSCME)
- W** United Automobile, Aerospace, and Agricultural Implement Workers of America (UAW)
- Y** No Exclusive Employee Organization Representation
- Z** Unclassified (No Exclusive Employee Organization)

Unit Codes

Code	Unit
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01	Troopers and Sergeants Unit
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This unit consists of all non-supervisory enlisted positions, including sergeants, in the Michigan State Police.

02	Safety and Regulatory Unit
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Employees in this unit are involved in one or more of the following activities: conducting inspections or investigations designed to detect violations of federal or state statutes, rules, regulations; enforcing these statutes, rules, or regulations; appraising the grade, condition, or sanitation of food, objects, activities, or procedures; protection of person, buildings, grounds, or natural resources.

11	Institutional Unit
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This unit includes all non-professional classifications, which provide indirect or direct services to patients or residents of state facilities, excluding correctional security classifications.

12	Security Unit
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The Security Unit includes non-professional employees involved in direct custody and treatment of inmates under the supervision of the Department of Corrections and residents of state facilities for the criminally insane.

21	Scientific and Engineering Unit
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Employees in this unit perform work in the areas of physical and biological sciences or in the field of engineering or architecture through applying principles, theories, practices, and methods generally learned through a four-year or advanced post-secondary course of study.

22	Human Services Unit
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Employees in this unit perform work in the areas of counseling, education, rehabilitation, and other assistance for the socially disabled or disadvantaged through applying principles, theories, practices, and methods learned through educational degrees, special training and experience.

23	Business and Administrative Unit
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Employees in this unit perform work in such areas as personnel, accounting, training, auditing, commercial, and business fields, information, and other fields related to business, commercial, and administrative support, through applying principles, theories, practices, and methods learned through educational degrees, special training and experience.

31	Labor and Trades Unit
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Employees in this unit perform skilled and semi-skilled trades work as well as general labor activities.

- 32 Technical Unit**
Employees in this unit provide support services in the area of science and engineering.
- 41 Administrative Support Unit**
This unit includes all occupational groupings engaged in preparing, transcribing, recording, filing, systematizing, maintaining, and routinely dispensing of records, reports, communications, and information by manual process and by operating various office machines and equipment. Also, this unit includes employees who use work products from clerical classifications and exercise judgment in the application of statutes, rules, regulations, or policies including positions supporting business and administrative activities.
- 42 Human Services Support Unit**
This unit consists of classifications engaged in delivery of paraprofessional human services to the citizens of the State.
- 50 Pending Unit Assignment**
Employees in positions in classifications that are pending unit assignment.
- 51 Supervisory Unit**
Employees in this unit have the authority to hire, assign, transfer, discipline for cause, lay off, recall, promote, reallocate, or evaluate other employees, or responsibility to direct them, or to adjust their grievances, or effectively recommend such actions if in connection with the foregoing. The exercise of such authority is not of a merely routine or clerical nature, but rather requires the use of independent judgment.
- 52 Noncareer**
Employees in noncareer classes that are ineligible for collective bargaining.
- 98 Managerial Unit**
The Managerial Unit is made up of employees who: (a) formulate policy, direct the work of an agency or major subdivision thereof; or (b) who administer and carry out policies and programs of such principal departments or subdivisions; or manage, administer, and control local branch offices of principal departments, including the physical, financial, and/or personnel resources thereof, in order to carry out the mission of the agency; or (c) represent or advise management in legal matters; or (d) adjudicate disputes involving employees or mediate labor management relations in the public or private sector; or (e) who may reasonably be required on behalf of the State Employer or the departmental employer to assist in the preparation for conduct of negotiations with employees; or (f) have a major role in personnel administration labor relations, or the preparation and administration of budgets at the central level of state government, or for a principal department or major subdivision thereof.
- 99 Confidential Unit**
Confidential employees are those who assist in a confidence capacity, persons who (a) formulate policy, direct the work of an agency or major subdivision thereof; or (b) who may reasonably be required on behalf of the State Employer or the Departmental Employer to assist in the preparation for conduct of negotiations with employees; or (c) have a major role in personnel administration labor relations, or the preparation and administration of budgets at the central level of state government, or for a principal department or major subdivision thereof.

White (Not Hispanic or Latino). Persons having origins in any of the original peoples of Europe, the Middle East, or North Africa. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

Workforce. Those persons employed in the classified service by the state of Michigan.